DOCUMENT RESUME

ED 446 316 CG 030 438

AUTHOR	Bell, Donnalee, Ed.
TITLE	The Edge, Fall 2000/2001.
INSTITUTION	Human Resources Development Canada, Ottawa (Ontario).; Canadian Career Development Foundation, Ottawa (Ontario).; National Life-Work Centre, Ottawa (Ontario).
ISSN	ISSN-1198-1202
PUB DATE	2000-00-00
NOTE	49p.; Published annually. Guest editor was Julia De Guglielmo.
PUB TYPE	Collected Works - Serials (022) -- Information Analyses (070)
JOURNAL CIT	Edge; Fall 2000/2001
EDRS PRICE	EDRS Price MF01 Plus Postage. PC Not Available from EDRS.
DESCRIPTORS	*Career Planning; Careers; *Employment Opportunities; Foreign Countries; *High School Students; High Schools; Individual Development; *Multilingual Materials; Peer Relationship; Self Concept; *Vocational Interests
IDENTIFIERS	Canada

ABSTRACT

This publication is a national bilingual magazine for Canadian teenagers. It is designed to support and celebrate their career journeys. Youth can learn about options, new possibilities, and the endless opportunities in the changing work environment. The guest editor is a 16-year-old female who joined the magazine staff to help bring employment information to her peers. The magazine contains information on how to go about finding employment and suggests ways on how to take individual interests and turn them into a job. Some examples of the nineteen articles included in the magazine are: (1) "From the Guest Editor's Desk"; (2) "Off the Beaten Track"; (3) "Your Skills Checklist"; (4) "Xposed"; (5) "Are You Ready for a School-to-Work Experience?"; (6) "Go Tech Or Go Home"; (7) "You Can Make a Difference"; (8) "Hot Jobs"; (9) "Leisure to Livelihood"; and (10) "Signs of Things To Come." (Author/JDM)

ENTIRE DOCUMENT:
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STARS' (HUMBLE) STARTS
First, worst & most memorable gigs

ED 446 316

the edge

CHOOSE YOUR GROOVE

SCHOOL TO WORK

Are You Ready for the Transition?

STAND UP FOR YOUR RIGHTS

Stamping Out Workplace Discrimination

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got work?

It Could Be Right Under Your Nose

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"After graduating and learning so much, thinking the end is near, it's not. The beginning has arrived to include the "**Love of Learning**" for a brighter future. Stepping into a much larger world from the one you're used to is the biggest step you'll ever make."

3

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ARTISTS on the EDGE

Janette O'Neill

You'll find this question mark throughout The Edge. When you do, be sure to keep reading! It's your clue to a useful definition that'll help you now and throughout your lifetime!

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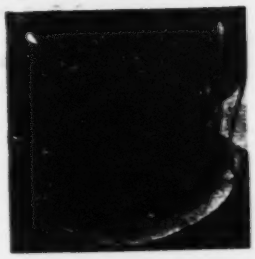

The Edge is a Canadian publication for youth with choices. The mandate of *The Edge* is to support and celebrate all career journeys embraced by youth. It is our hope that through *The Edge* we can point the way to some exciting options, new possibilities and endless opportunities in an ever-changing work environment. *The Edge* is about setting new limits and turning imagination into reality.

Published annually, *The Edge* is a joint partnership of and created by:

Human Resources Development Canada

Canadian Career Development Foundation

National Life/Work Centre

with M2 Communications Inc.

Publisher
Canadian Career Development Foundation

Distribution & Marketing
National Life/Work Centre

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And special thanks to:
Lynne Bezanson, Sareena Hopkins, Connie Dryden, Julie Fuchs, Jeremi Gotic, Simon Desrosiers, Erin Preper, Lindsay Prichard

This issue of *The Edge* is distributed free of charge. For copies, contact the National Life/Work Centre toll free at 1-888-533-5683, by e-mail at edgemag@nb.sympatico.ca or via the internet at www.theedgemag.org

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From the Guest Editor's Desk

Have you ever been faced with a challenge that has offered you everything to gain and nothing to lose? In September 1999, I was given that exact challenge. I had the chance to become the Guest Editor of a national, bilingual magazine for teens – *The Edge*.

Sounds pretty important, huh? Well, to me it was. I mean, I had the chance to take a step ahead and to become someone I would never have imagined becoming. I was given the opportunity not to change who I was but to strengthen the qualities I already have. I have to admit I was nervous about the whole idea of even applying for the position, but I'm sure (I hope!) I'm not the only one that would have been!

JULIA DE GUGLIELMO IS A 16-YEAR-OLD TEEN FROM KAMLOOPS, B.C. HER FIRST TIME ON A PLANE WAS TO FLY TO OTTAWA FOR AN *EDGE* PLANNING MEETING.

On the other hand, with support from my friends, family and even my dog (pets can give great support – they always listen!) I found the courage to never give up. Sticking to a goal is a very important objective. It's hard to learn, but once you have this quality, it will be by your side forever. Anyway, through all the difficulties, I finally made it and was accepted as part of *The Edge* team.

This is one of the greatest teams I've ever belonged to. They are all kind, gentle, sophisticated people that you could turn to for anything. They are the most amazing people I have ever met. It wasn't until April 2000, though, that I had the privilege of meeting them; and from the moment I met them, it felt like I'd known them forever. These people put their heart and soul into the magazine and I admire them for that.

The Edge is one of the most well thought out magazines I know of. Thanks to its creators, you and your friends can learn new ways of finding employment. You can even learn how to take something you love doing and turn it into a job. This magazine can help you take the skills you already have and strengthen them, help you take steps ahead and help you become someone you would never have imagined becoming.

JULIA (TOP LEFT) WITH FIELD LIAISON OFFICERS COLLEEN, DANNY AND FARIDEH IN GATINEAU, QUEBEC.

As Youth Editor, I have learned to trust that little feeling I get in my stomach – which lots of other people get too. I have had the chance to experience many different opportunities (such as my first time on a plane!) and have also met many different, new people who have changed my life forever. Thanks to *The Edge* team, I have taken enormous steps that have strengthened my qualities from head to toe.

Thanks Leslie, Donnalee and the rest of *The Edge* team.

If you'd like to follow in Julia's footsteps and become Guest Editor for *The Edge*, contact Donnalee Bell at 1-877-729-6164 or edgemag@nb.aibn.ca. Or visit **www.theedgemag.org**. The position is open to all Canadian teens.

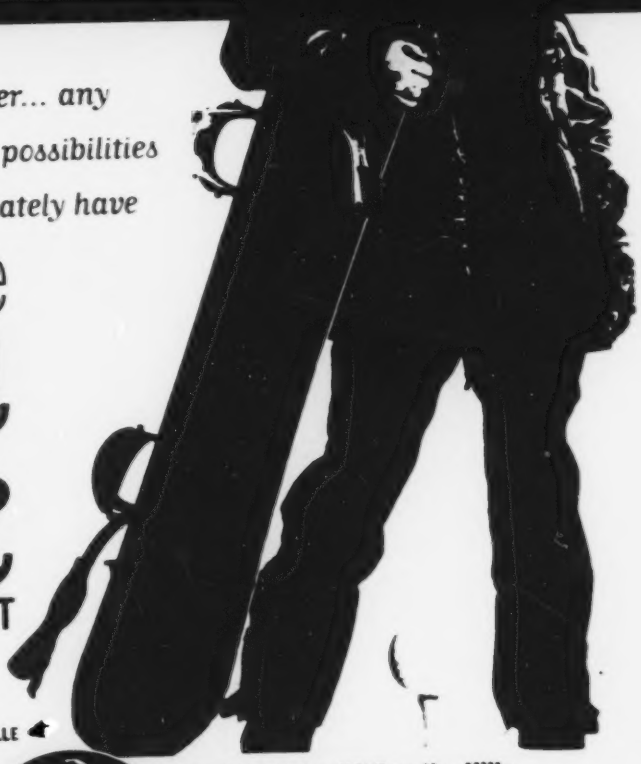
RÉSUMÉ: *This is a one- to two-page (no more than two!) summary of all the skills, accomplishments, experiences and education you've built throughout your lifetime. You use your resume to sell your abilities and capture the interest of a prospective employer.*

CV OR CURRICULUM VITAE: *CV is often used interchangeably with resume. Used in its correct sense, it is a bit more formal than a resumé and is usually at least two pages long and longer (note the difference) if you are very experienced. It is often used in academic circles and is a detailed listing of all your accomplishments, which also includes publications (i.e. journals, magazines or anywhere your work has been published), presentations you have done, professional activities, honours you have received and more.*

Butcher, baker, candlestick maker; doctor, lawyer... any takers? There are thousands of different career possibilities out there. Here are a few that might not immediately have sprung to mind...

Off the Beaten Track

JOB IDEAS YOU MIGHT NOT HAVE THOUGHT OF



BY DANIELLE METCALFE-CHENAILLE

Get A Big Top Job

CIRCUS PERFORMER

Remember when threatening to run away with the circus was actually a threat? Now, thanks to Montreal's Cirque du Soleil and Cirque Éloize (and others), a circus performer has become a distinguished career choice. Many athletes who have ended their careers in gymnastics, diving and acrobatic sports (among others) have combined their love of performing with their athletic abilities to join internationally-acclaimed ranks of performers.

But you don't necessarily have to be an Olympic gymnast or a professional performer to get an audition. In applicants, circuses look for everything from athletes skilled in gymnastics, trampoline, tumbling or sports acrobatics to physical and character actors, dancers, and singers. Of course, they also consider acrobats experienced in circus arts. Salaries vary greatly in this field, depending on the area of expertise, years of experience, and whether the performer is on contract or paid per show. Although circus performers protect their rights to privacy in this area, other performers (e.g. dancers, actors) average $25,000 to $32,000 annually.

In the circus, versatility is key and companies are looking for hardworking individuals to join their tightly-knit communities. To get a leg up in this field, consider taking gymnastics, staying physically active, taking acting or singing lessons or performing in community theatre. Also, try to attend as many circus performances as possible (or watch them on TV and rent videos).

NEED MORE INFO?

- Visit Canada's National Circus School [illegible] circus training institution in North A[illegible] www.enc.qu.ca
- Cirque du Soleil [illegible] at www.cirquedusoleil.com (Their training is for performers hired by the company only.)

RELATED OCCUPATIONS [illegible] or children's entertainer

Hard Cash for Hitting the Hills

SNOWBOARDING INSTRUCTOR

Snowboarding has become *the* winter sport, and it's still gaining in popularity. Edging into the mainstream, hordes of people are strapping on boards and braving a few days of sore butts. Who's teaching all these keeners? Enthusiastic, patient teachers who enjoy working with all types of people at various skill levels. Interested boarders need to go through a series of courses and exams regulated by the Canadian Association of Snowboarding Instructors (CASI).

"You should really work on your snowboarding and make sure you're a really strong rider before getting into the courses and trying for certification," suggests Kathleen Saso, 17, who works winters as a snowboarding instructor in Western Quebec. "And if you're not sure you'll like it, call up your local ski hill to see if they need teacher's assistants – that way you can see what it's like without going through the courses and exams."

You may not get rich doing this – scratch is minimum wage to start – but you'll be paid to do what you love most, right? If you're interested in becoming an instructor, start by keeping yourself in top shape physically, volunteering your teaching services in boarding, skating, skiing or various other winter activities at your local community centre or to neighbourhood kids, learning to loooove the cold and snow and obviously – practicing your heart out! Be sure to check out snowboarding programs at major ski destinations across the country.

NEED MORE INFO?

- **The official web site of the Canadian Association of Snowboard Instructors (CASI) is www.snowpro.com**

RELATED OCCUPATIONS: sports equipment designer, mountain medical rescue, extreme-sport adventure guide

Ever wonder why so many people elope? The amount of planning involved for a wedding could make anyone fly to Vegas. Wedding consultants organize customized weddings based on the budget and wishes of the client. It's high-energy work that includes evenings and weekends. You'll work with lots of people: clients, their families, clergy and service professionals (caterers, florists, etc). As a consultant, the final bill you present to the bride and groom varies depending on how much work you are contracted to do. Industry representatives report that fees range from $75 for an initial consultation to a pull-out-all-the-stops full-package price of $3,500. Of course, your overall annual salary will be based on how many clients you have – and you'll have to subtract your overhead costs (how much it costs you to run your business) from that total.

High school business courses are definitely recommended since many wedding consultants work in small businesses or are self-employed. The best way to learn this profession is through on-the-job training, but you're already on the right path if you've had experience with organizing committees at school (grad, talent night, fundraising), arranged special family occasions or served in a wedding party and witnessed behind-the-scenes madness first hand! If you've decided this is definitely the aisle you want to walk down, the Canadian Wedding Consultant Association (CWCA) offers a correspondence course to educate future consultants.

NEED MORE INFO?

- Check out the official CWCA web site at www.uvisions.com/cwca

RELATED OCCUPATIONS: caterer, promotional events coordinator, minister/rabbi/priest/spiritual advisor

May the Life Force Be With You

REIKI PRACTITIONER/INSTRUCTOR

Reiki means "spiritually guided life-force energy." It may sound a little *Star War*-sy, but Reiki (pronounced "ray-key") is actually an ancient Japanese technique that improves your ability to heal yourself, based on the belief that a "life force energy" within you (and everyone) is directly linked to your health. The main idea behind Reiki has existed in various cultures for over 4,000 years!

Reiki isn't taught, per se. The ability is transferred from a Reiki Master to the student during a process called "attunement." To become a practitioner a student needs at least a Level 1 certificate in Reiki (there are four in total). Becoming a Master (Levels 3 and 4) is more demanding and requires further courses and more experience. Once all levels are completed, certified Reiki practitioners can make an average of $60 per hour or $35 per half-hour session.

To get into the proper mindset for becoming a practitioner, consider learning about other mind-and-body awareness disciplines like yoga (try a few classes!) or massage therapy (observe techniques or look through some books) and get your hands on some books or other resources about spirituality, ancient medicine, mysticism and the human bio-energy system. Perhaps most importantly, find a Reiki Master (likely connected with a health and wellness centre in your area) to guide you through your attunement. See if there's a listing in the phonebook or check the Net.

NEED MORE INFO?

Countless online reiki resources detail its history, principles, FAQs and practitioner directories; start with these two Canadian sites:

- http://reiki-healing.virtualave.net
- www.energy-garden.com/giftedhands

RELATED OCCUPATIONS: chiropractor, massage therapist, homeopathy practitioner

Designing Greens for Greens

GOLF COURSE ARCHITECT

Resigned yourself to not being the next Tiger Woods? What about designing a course on which he could play? If you love golf, have visions of turning every type of land imaginable into a championship course, and like to organize and oversee – this could be the career for you.

Golf course architecture is specialized and highly competitive, with only a limited number of multi-million dollar, large-scale projects to go around (for this reason, salaries vary widely, from $25,000 annually for beginners and zooming up to a cool mil for top architects).

So how to beat out the competition? Start with a university degree in landscape architecture to learn the concepts of design and the technical considerations involved in creating course plans. From there it's up to you: there's turfgrass management at Guelph University or golf course management at Humber College in Toronto – two of the best programs in Canada. Also, get as much experience as possible working alongside professionals in the field, where you'll learn first-hand and gain inside tips. Read golf magazines – they regularly feature golf course architecture and design. Look for books by such classic course designers as Donald Ross, Dr. Allister Mackenzie and A.W. Tillinghast. Also watch, play, eat, sleep, and breathe golf, learn about the environment and conservation, land a gig as a groundskeeper or in a greenhouse, or study available interactive CD-Roms about golf and building golf courses.

NEED MORE INFO?

- Visit the American Society of Golf Course Architects (includes Canadian members) at www.golfdesign.org

RELATED OCCUPATIONS: architect or urban planner, golf instructor, residential landscaper/groundskeeper

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Getting Skin Deep into Your Career

COSMETIC SCIENTIST

These are *not* the people who christen the latest shade of lipstick "Tranquil Tangerine Tutti Fruitti." Cosmetic scientists create the product itself, based on the physiology of skin and hair and principles of cosmetic formulation.

For this career, an interest in fashion and consumer trends is important, as well as a knack for chemistry. Chemists working in professional product development start at an average annual salary of $22,000 and work their way up to $66,000 per year with plenty of hard work and experience.

If you want to start climbing this career ladder, fill your high school timetable with sciences, maths and English (you'll be expected to communicate your work effectively). You'll eventually need an undergraduate degree in a science like chemistry or biology before entering the Masters program in cosmetics, so count on lots of lab work, library research and hands-on experience. Also read fashion mags for industry news and trends, take an art or photography course, get behind the scenes at local hair, beauty and fashion shows, talk to neighbourhood beauticians and do some face-and-hands-on experimentation with the products you buy.

NEED MORE INFO?
- Visit **www.canlearn.ca** (check out "chemist" in "the road ahead" occupation search)

RELATED OCCUPATIONS: cosmetician, dermatologist, industrial chemist

Fit for a... Fitness Fiend

FITNESS TRAINER

It seems everywhere you turn there's a new fitness guru who promises "the way" to overall health... and of course, great abs. But, away from the infomercials and into the real world, fitness trainers design programs for individuals or groups to increase physical fitness and promote healthy lifestyles.

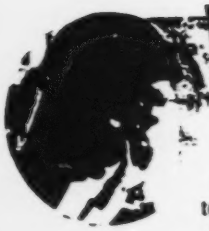
Trainers need to be able to motivate and think on their feet – they're constantly moving while coaching and giving instructions. Work schedules can be irregular, catering to recreation centre timeslots (think early mornings, evenings and weekends) so you have to be disciplined. Paydays are based on how many classes you can teach: on average, instructors get $15-20 per class or five half-hour sessions would translate into $150.

A number of associations offer certification programs, not to mention many colleges and universities. Usually, employers are looking for someone with a college diploma in Fitness or a university degree in Physical Education or Kinesiology – combined, of course, with lots of experience. Get a head start by staying physically active, joining and observing fitness classes, learning about anatomy, physiology, nutrition and other elements of general health, taking a dance class, coaching a community sports team or leading group activities wherever possible.

NEED MORE INFO?
- Visit the **Canadian Association of Fitness Professionals** (CanFitPro) at **www.canfitpro.com**
- Check out **www.canadianfitness.com**, a site with tonnes of info, including courses offered by various organizations and institutes.

RELATED OCCUPATIONS: physiotherapist, sports coach, stunt person

LIABILITY: *An amount of money you owe to various lenders, including bank loans and credit card balances.*



This Job's No Joke

HUMOUR CONSULTANT

Calling all class clowns: put your talents to use *and* laugh all the way to the bank!

In an era when stress and stress-related illnesses are at an all-time high, managers often go to great lengths to help keep workers motivated. Many are finding that laughing at I-feel-like-pulling-out-my-hair situations helps to ease workplace tension and promotes productivity.

This is where humour consultants come in: companies hire them for conventions, workshops or even to create humour action plans, fun committees and crazy theme days.

Vancouver-based David Granirer is both a psychotherapist and a comedian who has helped bring this career to the limelight, is in great demand for conferences, conventions, workshops and the like and has been interviewed extensively by the media. As an independent consultant, Granirer is able to set his own rates, and in some cases, charges $1,000 to $3,000 per *hour*! But then, he's a bit of a celebrity in the business – not *everyone* will earn this much (at least not at first!)

Humour consultants come from all sorts of professional backgrounds but tend to have several things in common, including: a belief in the power of laughter, a natural talent for public speaking, and a love for being at the centre of attention.

Break into this field by taking a public-speaking course, learning about career counselling and workplace dynamics and of course – developing your own sense of humour through movies, joke books, comic routines and so on.

NEED MORE INFO?
- Visit the National Association for the Humour Impaired at **www.drhumor.com**
- Check out David Granirer's web site at **www.mpctalent/granirer** or **www.cheersproject.com**

RELATED OCCUPATIONS: psychotherapist, stand-up comedian, motivational author/speaker

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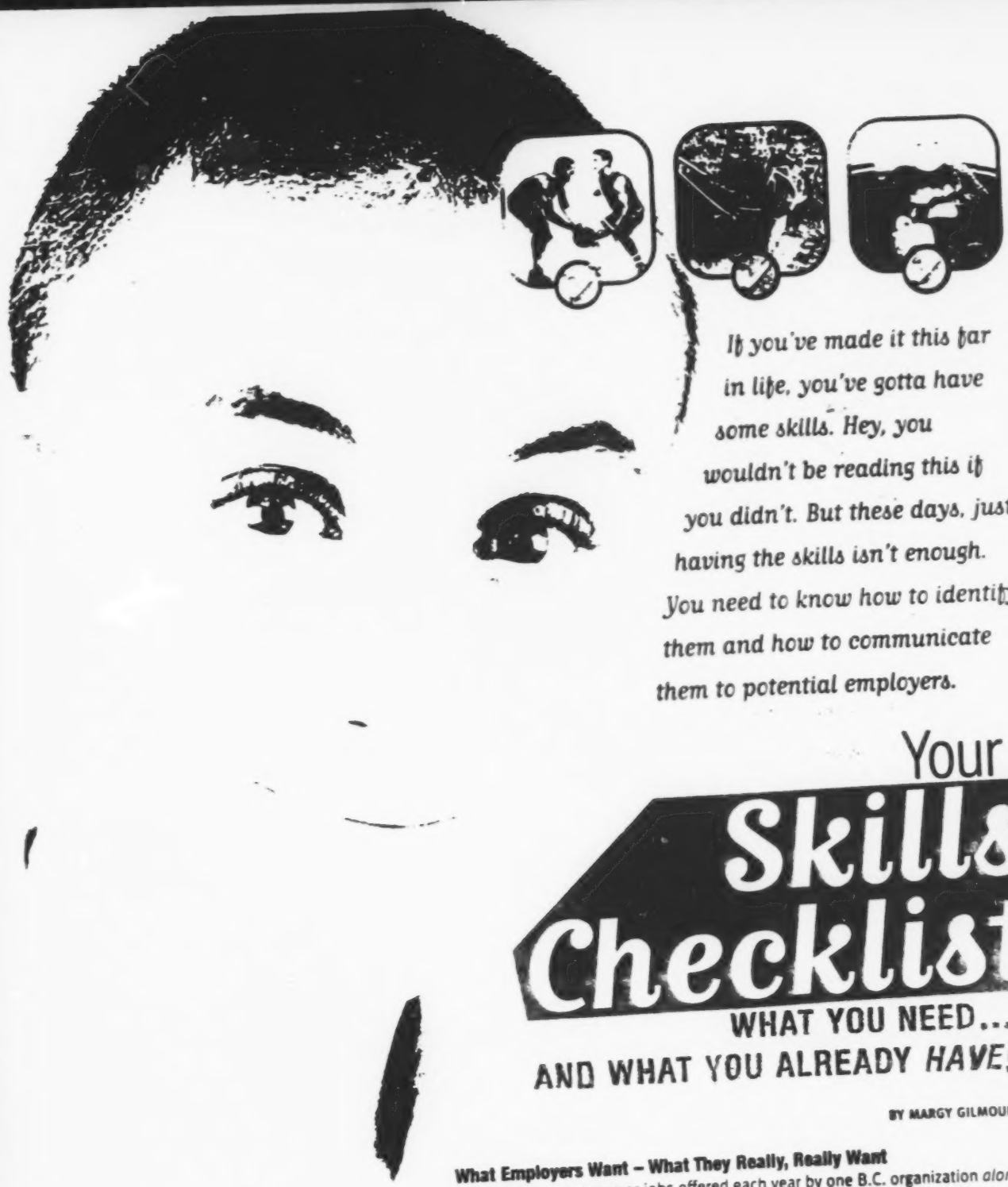

If you've made it this far in life, you've gotta have some skills. Hey, you wouldn't be reading this if you didn't. But these days, just having the skills isn't enough. You need to know how to identify them and how to communicate them to potential employers.

Your Skills Checklist

WHAT YOU NEED... AND WHAT YOU ALREADY *HAVE!*

BY MARGY GILMOUR

What Employers Want – What They Really, Really Want

Imagine: 1,500 summer jobs offered each year by one B.C. organization *alone*. How can YOU get one of those – or *any* other job in Canada, for that matter?

"We're B.C.'s biggest employer of youth," says Mike McDaniel, Manager of Human Resources for the Pacific National Exhibition (PNE) in Vancouver. During the last weekend of May each year, the PNE holds a job fair where more than 5,000 applicants come to apply for about 1,500 summer jobs. McDaniel says. And they look at every single résumé.

"We're looking for evidence that these people have done something in their lives. We don't expect them to have a lot of formal work experience, but if they show us they've done volunteer work, babysitting, or even mowing neighbours' lawns, it tells us that they're willing to work."

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Even more important than the résumé is the screening interview that follows, McDaniel continues. "We expect applicants to come ready to tell us about their strengths. What we're really looking for is attitude – we're willing to train for skills. We need staff who are flexible and willing to do anything because we have lots of different jobs at the Fair."

We like to see volunteer work – that indicates the person is willing to work and has probably developed some interpersonal skills.

"We also like to see evidence of involvement in the school and the community," he continues. "Have they played on athletic teams, worked on the drama production or sung in the church choir? This tells us they're used to functioning in a team environment."

> "Have they played on athletic teams, worked on the drama production or sung in the church choir? This tells us they're used to functioning in a team environment."

One of Vancouver's oldest and most-popular tourist attractions, the Capilano Suspension Bridge also offers teens great summer work opportunities. Craig Nichols, the Operations Manager at Capilano, describes the hiring process.

"First we take a look at the résumé. Nichols says they interview many people in order to find the best candidates for the jobs. "They have to be willing to work hard, have fun doing it and help fellow team members. Asking questions is really important – our season is only four months long, so they need to be able to learn their jobs quickly."

Next, they put job candidates into groups to play games that demonstrate teamwork skills and ability to communicate. Through these activities, it becomes very clear which applicants will best fit the Capilano team. Hired employees also have to undergo a company orientation, another team-building session and at least two more training sessions.

"Our hiring process is pretty rigorous, but if you do get hired, you're going to come out of this summer job with some really solid skills."

These two examples mirror what many employers across Canada are looking for in employees. Of course, job-specific skills (like how to flip burgers and how to turn film into photos) are still important. But most employers are also keenly interested in personnel who can demonstrate broader skills, like the ability to work in a team – as revealed through participation in that church choir or on that community sports team – for example.

Employers' Most-Wanted Skills List

Okay, so straight to the point now. Well, *points*. What do employers want from you? They're looking for employees who:

Take Initiative. People who are self-motivated and don't require a lot of direction. Who don't just do the work, but look for ways to do it *better*.

Connect with Others. People who are friendly and sociable. Who enjoy meeting and being with others and who are able to build and keep solid working relationships.

Communicate. People who can clearly and completely communicate their ideas and messages to others, verbally and in writing. Who are able to read and understand many kinds of information. Who listen to and understand what others tell them.

? RRSP REGISTERED RETIREMENT SAVINGS PLAN: A way of saving money for your retirement. You can set up an RRSP at any financial institution. You don't have to pay taxes on the money you put into your Plan, nor on the interest it makes, until you withdraw it at retirement. Your yearly contribution is based on your annual income. Why do you want to know this? The earlier you start contributing to an RRSP, the more valuable it will be when you retire. Because of compound interest – interest that is paid on the original contribution and on the interest that has been added to it – a little bit of money contributed each year over a long period of time can go a looooong way. Get this. Let's say you opened an RRSP when you were 22. For only six years – until you were 27 – you contributed $2,000 per year to that RRSP. Then you let the money sit, gaining compound interest (at an annual 12%), until you were 65. When you retired you would have 1.075 million dollars! Wow!

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Solve problems. People who can think logically and critically and are able to come up with creative solutions to problems or new ways of doing things. Who take responsibility for, and stand behind, the decisions they make.

Give 110 per cent. People who are reliable and can be counted on to do their work carefully and completely. Who get to work on time and go the extra mile.

Thrive on a team. People who are emotionally stable and honest with others. Who are flexible and can adapt to the styles of other team members. Who make positive contributions to projects and other tasks.

Radiate positive energy. People who are confident about their abilities and are able to let others know what they do well.

Enjoy learning. People who are eager to learn new ideas and new skills as their jobs evolve.

Manage Information. People who are comfortable using technology to find information, plan a schedule, manage a budget or complete a task.

Understand numbers. People who are competent in basic math skills. Who can plan and maintain a budget.

Practise safe work. People who work carefully and follow established procedures. Who keep the workplace safe for themselves and others.

Identifying Valuable Characteristic

So, it's one thing to know which skills are in demand. But how do you know if you've got them? It's important to consider every aspect of your life to find out where your strengths are, says Kurtis Kitagawa, a researcher with The Conference Board of Canada (an independent, not-for-profit research organization that helps Canadian businesses, government and public sector organizations learn about and respond to the changing global economy). You may not realize it, but you've probably already developed many of these skills to some degree.

Take a close look at all your activities – at home, at school, at work and in the community. Have you ever been involved in peer mediation at school or helped solve differences between friends? Then you have **communication skills** and can get along with others. Have you done fund-raising for a sports team, a youth group or a special cause? Then you can **think creatively** to come up with new ideas, you can **communicate** your ideas to others and you are able to **work with numbers.** Have you volunteered to walk dogs for the SPCA or offered to take care of a younger sibling, relative or neighbourhood child? Then you **take initiative** and are **reliable**. Have you helped teach neighbourhood children a sport, craft or something else you're good at? Then you're a good **communicator** who **gets along** with others and understands the importance of **following safety procedures.**

Take another look at the "Most-Wanted Skills List." For every skill, ask yourself:

- What things am I already doing that demonstrate this skill?
- How important is this skill for what I'm thinking about doing in the future?
- If it's important to my goals, what other things can I do to develop it even more?
- How can I transfer this skill to other situations?

Applying this to Your Resumé

Okay, so you know you already have certain skills. But how can you convey that on your résumé?

Simple! Include a subhead on your résumé called "Special Skills" or "Skills Summary" – something like that. Then, simply list the skills you know you have (e.g. communication; reliability; creativity, etc.) with bullets. You can add a short explanation after each skill describing experiences you've had and things you've done that demonstrate them. In an interview, be prepared to back up each point with examples.

Keep Expanding Your Skills Checklist

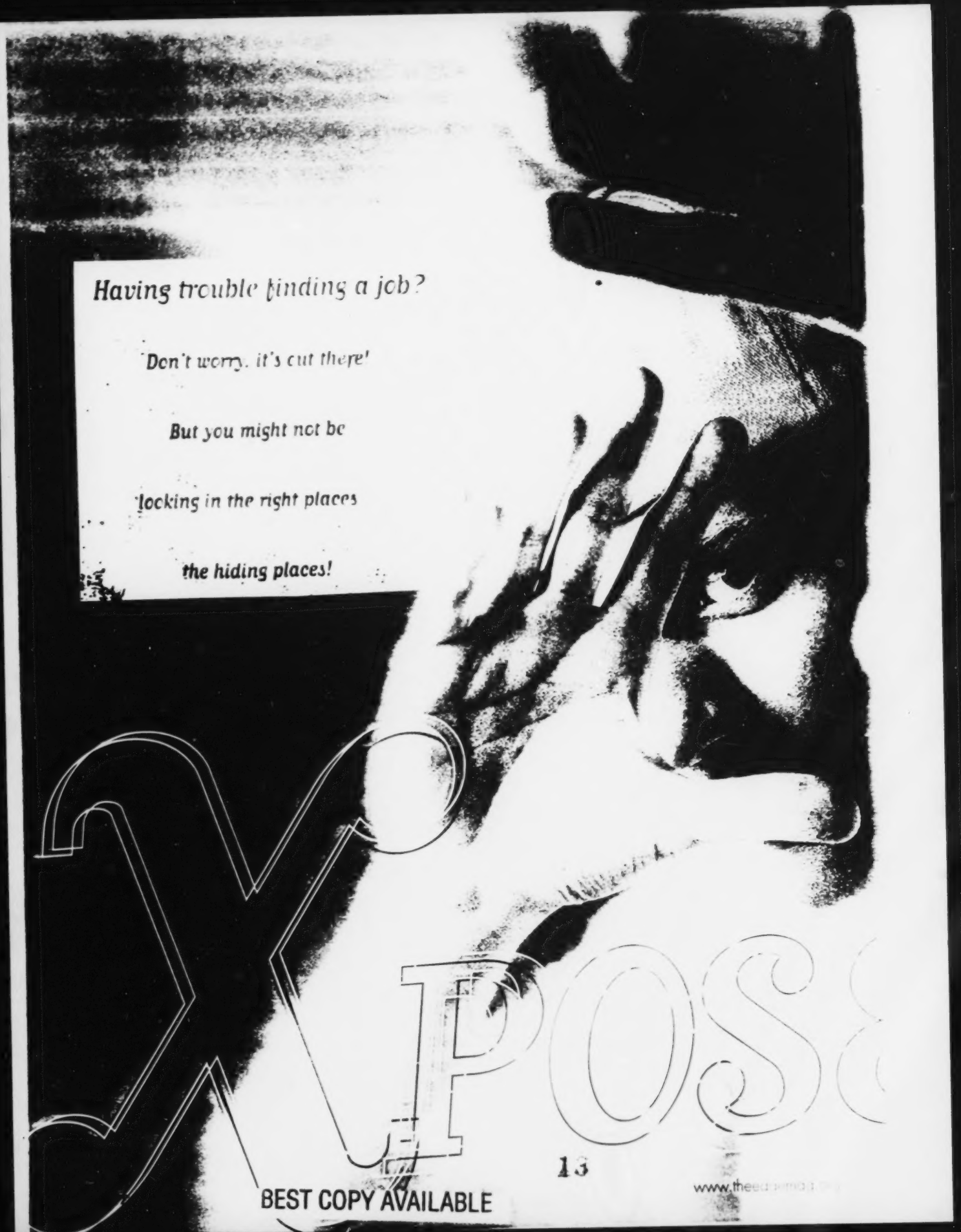
Be on the lookout for any opportunity to develop your skills. And remember that it's never too early (or too late!) to start. At age 12, Matt Haberlin discovered his natural talent for public speaking. A French Immersion student, he was selected to represent his school at the North Vancouver District Concours d'Oratoire, an annual public speaking contest. Placing a strong second, he resolved to win the competition the next time round.

Matt says standing at the front of an auditorium was "pretty scary," but practising in front of his peers helped him overcome his fear. And recognizing his strength has moved him to develop other skills. He's less shy in social situations and more apt to make the first move to make a new friend. Now he's working on his research skills – using the Internet and interviewing experts – to strengthen the content of his speeches. ●

> "We don't expect them to have a lot of formal work experience, but if they show us they've done volunteer work, babysitting, or even mowing neighbours' lawns, it tells us that they're willing to work."

WHAT'S THE DIFFERENCE BETWEEN SKILLS & DUTIES?

Duties are the things you do as part of an activity, like "I took inventory in a hardware store." **Skills** are what you gain from those activities. In this example, you would develop your **numeracy** skills and your **information management** skills from doing the work.


Having trouble finding a job?
'Don't worry, it's out there'
But you might not be
looking in the right places
the hiding places!
EXPOSE

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TAPPING INTO THE HIDDEN JOB MARKET

BY CANDICE G. BALL

The hidden job market isn't a conspiracy. No one's trying to hide jobs from you. The hidden job market simply refers to all the jobs out there that are never advertised in a newspaper or posted at employment centres. Experts say that only 10 per cent of jobs are actually advertised, meaning that between 80 and 90 per cent of job openings exist in the realm of the "hidden job" market.

Why don't employers post positions in the newspaper or on the Net? Well, there are a few reasons. Some companies are too busy to place an ad and then sift through the piles of résumés that will result from it. They need someone who's willing and able to work this second. Also, placing ads can be expensive and often employers don't want to incur the expense. Or, a company might be in a transitional phase and the management isn't entirely sure of who and what it needs – until you walk in the door and convince them it's *you*!

and put in an application." What happens is people end up applying for jobs they may not be qualified for or even want, she says. "They're just, like, 'Oh great, job available. I better send in my résumé'."

But what's sweet about the hidden job market is that you *choose* where you want to work and then draw on your own personal resources. "You use your own network of people who like you and know you're great to help you find the job you want," she continues. Once you've started talking to your teachers, your parents, your friends, your friends' parents, your parents' friends, your- well, you get the idea – you're well on your way to getting hired.

YOU SCHMOOZE, YOU NEVER LOSE

You've heard the cliché, *it's not what you know, it's who you know*. Well, what you know *is* important but first you've got to get your foot in the door. And the key to getting a shot at that job you want is to talk to the people you know.

> "You use your own network of people who like you and know you're great to help you find the job you want."

Although tapping into the hidden job market demands some serious legwork, it's the most promising way to get a job. Karen Schaffer, author of *The Job of Your Life* and *Hire Power*, says the hidden job market is actually great news.

"The best news about the hidden job market is that fewer people are going for the same job. When a job is posted in a newspaper, there's a high response rate because everyone who opens the newspaper can see it and everyone who's the least bit anxious about a job search is going to go, 'Oh, I think I can do that,'

Schaffer suggests calling about two or three people a day for a week or two and letting them know what kind of work you're looking for. After a few weeks, the number of people you've spoken to adds up.

"You've got 25 or 40 people working for you. And eventually, if you call people and say 'I'm available,' you'll hit somebody who's like, 'Thank goodness!' Because the whole idea is that in our stressed-out, over packed lives, most people don't have time to hire."

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If you feel a little awkward about enlisting people to help you find a job, keep in mind that you're probably helping them out. Maybe your brother's girlfriend is losing her mind because that job she took at the family restaurant is zapping all her free time. "I haven't seen her in weeks," your brother moans to you. Offering your services might make you an instant hero in everyone's eyes!

Schaffer describes networking as a cycle of good will. "I'll look for ways to help you and you look for ways to help

"The hidden job market is all about having Uncle Joe or your friends set you up."

me and together we both benefit." So forget about feeling bad when you ask for some help. "Don't think that it's you scamming favours and there's nothing you can give back because you're a big loser sponging off everyone else. You have something to offer as well," says Schaffer.

TAKE THAT JOB uncle joe OFFERS YOU

Schaffer says many people are embarrassed when they get a job through family. But there's nothing wrong with taking a job your father, your grandmother or your uncle offers you.

"There's nothing to be embarrassed about because it's a legitimate job and you're learning how to get a job through probably the most successful way." She adds that many people believe getting a job by sending in a cover letter and résumé is more honourable than having a family member help you out. "The truth of the matter is that the hidden job market is all about having Uncle Joe or your friends set you up."

Michael Strong, 16, spent the past two summers packing medical equipment at his father's company. Even though the Mississauga, ON teen says he hopes he'll have a major role in his father's business in the future, he admits he felt funny about the connection. "At first I felt that people viewed me as the guy who got the job because of who I am," Strong says.

But he adds that his experience working for his father has helped him to appreciate how hard manual labourers work and how to function in the working world. "I learned how to work with people and how to have a good time on the job."

Even McDonald's uses the "Uncle Joe" system. When 16-year-old Megan Benedictson found her schedule overloaded with extracurricular activities, she knew she had to quit her job at McDonald's. She immediately thought of her sister Erin. The Winnipeg teen knew Erin had been looking for a job for months and wanted to give her sister a shot.

"When I started at McDonald's they gave me a 'refer-a-friend card.' So I attached it to my sister's résumé and she was automatically guaranteed an interview."

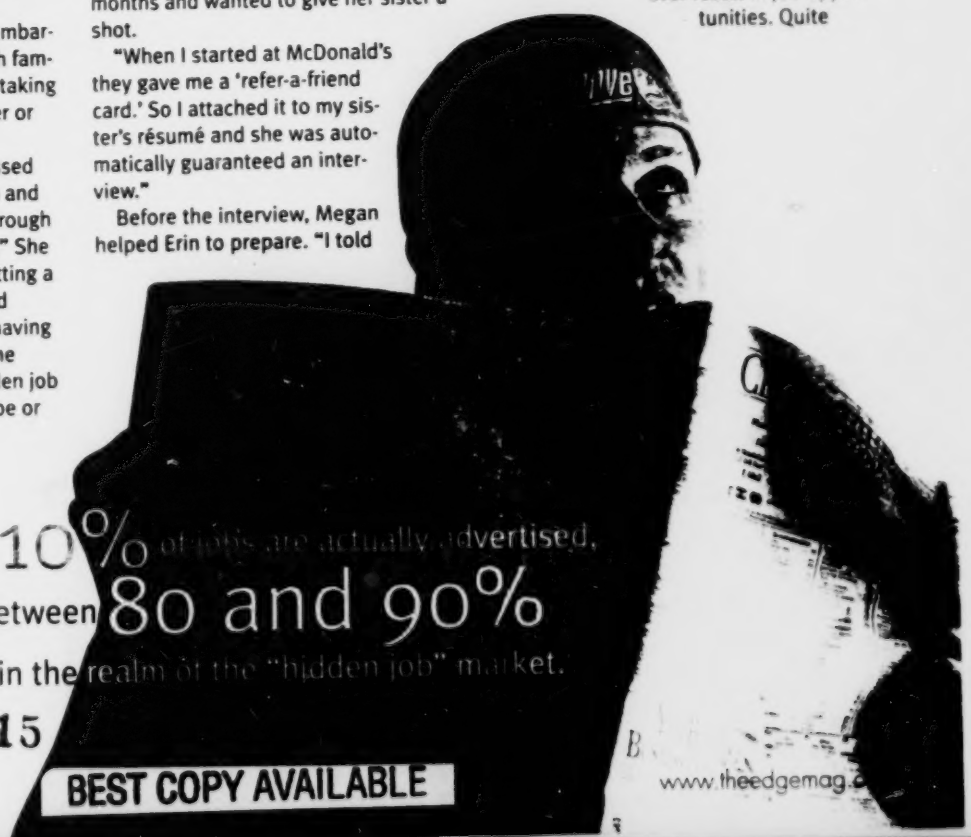
Before the interview, Megan helped Erin to prepare. "I told her the questions they asked me and went through a couple of scenarios with her," Megan says. Erin got the job. Megan says she can't take credit for getting Erin hired, but she knows the referral and the advice certainly helped her 17-year-old sister score her first job. So when you're looking for work, remember brothers and sisters can be a big help!

volunteer YOUR BUTT OFF

Volunteering is another great way to network and get the experience you need to nab that job you want. According to Mark Swartz, author of *Get Wired, You're Hired* and a career consultant, volunteering is one of the most effective ways for you to meet the people who'll be rooting for you when that job opportunity comes up.

"It's neat because it gives you the chance to give something back to society and to meet a bunch of people from different walks of life who have the connections that can help you," he says. And it gives you something to put on your résumé, not to mention experience on which you can draw when you get hired somewhere down the road.

Ever since Tiffany Lesko was a little girl she lived and breathed dance, but didn't think her love affair with it would ever result in job opportunities. Quite



Experts say that only 10% of jobs are actually advertised, meaning that between 80 and 90% of job openings exist in the realm of the "hidden job" market.

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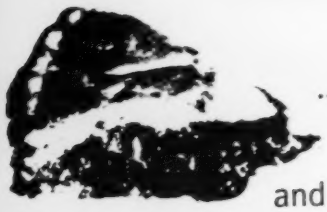

...only a sliver of the entire job pie appears in black and white – and there's already a mob of applicants fighting for each and every crumb.

unaware of how valuable her experience would prove to be one day, the Saskatoon teen volunteered her time to teach Ukrainian dance one fall.

Now the 18-year-old, grade 12 student is a ballet, tap and jazz teacher at Dundurn School of Dance in Saskatoon, SK. Her volunteer experience prepared her for the stress of deadlines and teaching students who are at various levels in dance.

"You've got to think of the level of the class as a whole. You've got to make sure the choreography challenges even the most advanced students but doesn't leave the beginners lost," she says.

KNOW

Before going on a mission to find that great job, Swartz recommends you ask yourself the hard questions: *What am I good at? What do I like to do?* If you've worked or volunteered before, ask, *What did I enjoy about that job? What did I dislike?*

Once you've taken stock of what makes you leap out of bed in the morning and what makes you hit the snooze button, you'll have a better idea of the type of job you want. Say, for example, you love camping in the great Canadian outback. This weekend pastime could translate into a number of very cool jobs, including wildlife conservation officer, beach patrol, campground administrator, outdoor equipment designer, director of a hiking or canoeing club, children's camp counsellor, guide at a fly-in fishing resort, forest ranger, manager of an outfitter store, outdoor safety instructor or nature interpreter.

Another question you'll want to ask yourself is what do I want to learn? If you're dreaming of becoming a circus clown then you'd better learn to two-step in size 42 shoes, create large mammals with a quick twist of a balloon and contort your body to fit inside a compact car with 11 other clowns.

woo potential employers WITH A SCRIPT

Ever hung up the phone and asked yourself, *What was I thinking?* Suddenly all the things you meant to say come rushing back and you want to phone the person back and say, "That guy you were just talking to was my evil twin brother. He's such a joker –always pretending to be me." Let's face it: you don't want to blow your shot with a potential employer.

So Swartz recommends putting together a little script. This way, when the networking begins to pay off and you hear from a potential employer or are given a name to call, the conversation will go where you want it to go.

"It's really just a 30-second phone script about why you're calling and what you're looking for." By preparing, you're far more likely to come across as professional and competent. Try something like this:

Good morning. My name is Alex Brown and I am a grade 10 student at Sioux Falls High School. (Pause, deep breath.)

Mrs. Susan Jones suggested I call you about a summer student job opportunity available in your purchasing department to assist with data entry.

I am especially interested in this job because I just completed a data entry course. I liked the course so much I want to pursue a career in either office administration or data processing. (Pause, deep breath.)

I believe working at your company this summer would be a great experience for me, (pause) while helping your department effectively fill its orders.

I was wondering if we could set up a meeting to discuss this in person.

have your pie AND EAT IT TOO

Don't limit your job search to the classifieds! Now you know that only a sliver of the entire job pie appears in black and white – and there's already a mob of applicants fighting for each and every crumb. There's no reason to feel guilty about wanting your fair share, or using who and what you know to get it!

Begin your job search by discovering where your interests lie, creating a list of who you know and who your parents know, getting your name and skills out there, making your wishes known to everyone around you and leaving an enthusiastic and professional impression on others. You just might find that the once-"hidden" job market was simply waiting for you to expose it.

CAREER: *The sequence of learning and work you follow throughout your lifetime. This includes both formal and informal learning, in school and out of school. And, this means both paid and unpaid work – the latter including things like volunteering and even things like parenting. Career development is the lifelong process of self-managing your learning and your work.*

JOB: *Where you work right now. For example, you may be working as a reporter for a local newspaper. That is your job. Your occupation is a journalist. You are likely to have many different jobs as a reporter, journalist or writer throughout your lifetime and you are also likely to have several different occupations or jobs in different fields as well. You might also teach journalism or creative writing one day, you might work as a news producer at a television station or you might even pursue something completely different in a completely different field.*

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Stars' (humble) Starts

These celebrities may be well known now, but hey – everyone has to start somewhere, right? We asked some high-profile Canadians to spill the beans on their first, worst, best and most memorable gigs. Like them, you just never know where life will lead and what you'll learn along the way.

AMANDA MARSHALL
Singer/Songwriter

"When I was 14, I lied about my age to get a job at a movie theatre. I was officially hired to work at the concession stand, but I ended up doing a bit of everything. One night, a fist-fight erupted when one man cut in front of another in the concession line. It ended with both of their heads crashing through the glass front of the popcorn case. On another night, a man collapsed with a heart attack at the counter just as I was handing him his Super Size-Barrel-O'Corn with extra butter."

Dr. David Suzuki, *host,* THE NATURE OF THINGS
"I never think of jobs as bad or worst. But the hardest job was tarring house foundations on hot summer days. I worked as a house framer but had to do the tarring on each house. The best job I had was in 1958. I spent the summer as a biologist out of Sudbury, and I would be flown into remote lakes where we sampled fish that had been planted in them by air, did contour maps of the lake bottoms and chemical tests of the water."

Martine Lamy,
Principal Dancer,
NATIONAL BALLET OF CANADA
"My first job was when I was 13. I was a babysitter for a single mother. It was a great job because basically, I got paid for sleeping. She would leave her child with me overnight and go out with her boyfriend! The only other job I have had is as a dancer – I've been a professional since the age of 18."

Lynn Johnston,
Creator, FOR BETTER OR FOR WORSE COMIC STRIP
"In 1972, I discovered I was expecting (son) Aaron. My obstetrician challenged me to do some drawings for the ceilings above his examining tables and during my eight months of regular visits, I did over 80 comic book drawings for him. My view of pregnancy. They were (later) published in a book called, *David, We're Pregnant* which, to date, has sold over 300,000 copies."

Master T, *MuchMusic VJ*
"When I was 14, my friend and I got a job on this lettuce farm outside of Kitchener. We got up at 6 am to ride our bikes 40 minutes to the farm, and I totally hated him for it. I don't like doing tedious things – like having to hoe weeds out from around little baby heads of lettuce. By the time i finished a row, I would have taken out most of the weeds and the lettuce heads. I think I lasted a week."

Eric Wilson, *Author,*
LIZ AUSTIN MYSTERY SERIES
"Before entering university, I was hired one summer to sell advertising space for a weekly newspaper on Montreal Island. During the entire two months, I was able to sell a grand total of one ad, for $50, to a sympathetic restaurateur who had rejected my feeble sales pitch, but wanted to give me some encouragement."

Deborah Cox, *Singer*
"The worst job ever was working as a telemarketer selling cable channels. It was tedious and boring and the customers were often rude. The best job ever was working as a sales clerk in a clothing store – and getting a 50 per cent discount whenever I wanted to buy clothes."

Fred Penner,
Children's Entertainer
"I was hired at the Shriners' Hospital in Winnipeg to do minimal typing and take phone messages. Often, children on crutches or in wheelchairs would pass by my desk and we would have a short visit. Over the weeks, the visits started to get longer. Inevitably, I was drawn into the wards to make music for the children. But doing this was not part of my job description (I did miss a few phone calls), so after less than two months, I was fired."

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STARVING ARTISTS

• **Jim Carrey's** first job was as a janitor and security guard in a Toronto-area truck rim factory. His cash-poor family lived in a trailer and they all took jobs on the night shift there to survive.

- **James Cameron**, director of big-budget blockbusters like *Titanic*, *T2* and *True Lies*, moved from Niagara Falls to California in 1971, where he studied physics while working as a truck driver and machinist.
- **Actor/musician Tom Jackson** lived on the streets of Winnipeg as a teen. Homeless, poor and uneducated, he refused any handouts, instead getting by on money he made in his band or gambling. His experience inspires him even today in his ongoing crusade to help feed the hungry.

THINK ABOUT IT: Is money an incentive or a stumbling block to success? Tell us at www.theedgemag.org

FORKS IN THE ROAD

• *Scream* queen **Neve Campbell** wanted to be a ballerina. She started dancing when she was six years old and by nine, was training with the National Ballet School of Canada. An injury toppled her tiptoeing for good, so she turned her focus to acting.

- When astronaut **Julie Payette** was called into service by NASA, she was already a licensed pilot, qualified scuba diver and fluent in five languages – in addition to her work as a trained pianist and soprano soloist with the Montreal Symphony Orchestra Chamber Choir.

ODD JOBS

• **Shania Twain** spent many summers wielding an axe and handling a chainsaw. The petite country star worked with her dad, a foreman for a 13-man reforestation crew not far from Timmins, Ontario.

- Actor **Harland Williams** (*Rocket Man*, *Dumb & Dumber*, *Half-Baked*) worked as an Ontario forest ranger for five years.

THINK ABOUT IT: Have you found career skills in any unexpected places? Talk to us at www.theedgemag.org

"The worst job ever was working as a telemarketer selling cable channels. It was tedious and boring and the customers were often rude." – DEBORAH COX

CHANGE OF HEART

• **William Shatner** (*Star Trek's* James T. Kirk) knew he'd be raking in the dough one day – somehow. He attended McGill University, where he studied commerce, not acting.

- Olympic sprinter **Donovan Bailey** holds a diploma in business administration. Before he concentrated on track, he was building a successful career as an independent market consultant and stockbroker.
- **Elizabeth Arden** (1884-1966), creator of the world-famous cosmetics empire, was born Florence Nightingale Graham. She had trained to be a (big surprise) nurse when she realized she not only wanted to make sick people well, but give them makeovers too!

THINK ABOUT IT: Why is it important to keep an open mind about your intended career path? Drop us a line at www.theedgemag.org

• A knee injury ended **Roch Voisine's** dream of playing pro hockey. He began writing songs while attending the University of Ottawa – where he majored in physiotherapy.

- **The Moffatts** started out on the festival circuit as a country quartet when Scott was just seven years old and his triplet brothers – Dave, Clint and Bob – were only six. Today, thousands of female fans are grateful the boys exchanged their cowboy duds for trendy threads – they ultimately found worldwide success in pop-rock music.
- **Todd McFarlane**, Calgary, Alberta-born creator of the *Spawn* comic franchise, thought he'd grow up to be a baseball player until an injury knocked his plans out of the ballpark. As an illustrator, he received over 700 rejections before finally landing a gig with comic giant Marvel.

THINK ABOUT IT: Is it better to travel down a set path no matter what, or be willing to take detours? Talk to us at www.theedgemag.org

SIGN OF THINGS TO COME

• **Dan Aykroyd**, Kingston's favourite son, started his career as a stand-up comedian.

• Author (*The Diviners*, *The Stone Angel*) **Margaret Laurence's** first writing job was as a book reviewer and reporter for *The Winnipeg Citizen*.

POP *POST OFFICE PROTOCAL: A term that refers to the way e-mail software retrieves e-mail from a server. Think of it as a courier sent to a post office by your computer to see if you have anything in your mailbox.*

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ADAM BEACH
Actor (Smoke Signals, Squanto)

After seeing the movie *Dances with Wolves*, Adam was inspired to become a performer. At 16, his first paying job was as an extra in the Canadian film *Lost in the Barrens*. Shortly after, he left high school drama classes to pursue acting full time.

- Using money earned while starring on '80s TV show *You Can't Do That on Television*, a 12-year-old **Alanis Morissette** rented a Toronto sound studio to record "Find The Right Man" – one of the first songs she'd ever written.
- **Manon Rhéaume**, the first woman to sign a pro hockey contract and play in an NHL game, started playing hockey at age five because her older brothers needed someone to practice their shots on.

THINK ABOUT IT: Do you have any hobbies or interests that could jumpstart a future career? Spill it at **www.theedgemag.org**

CHANGE OF HEART

- When he was only 11, **Joshua Jackson**'s mom, a casting director, dragged the future *Dawson's Creek* star to a TV commercial audition – just to show the aspiring actor how difficult and discouraging the biz could be. Her plan backfired, and Jackson landed the gig hawking potato chips.
- **Pamela Anderson**'s big break came just from sitting at a B.C. Lions football game. The curvy blonde's image was projected on the Jumbotron, catching the attention of Labatt's reps. She was offered a job as a spokesmodel for the company, which eventually lead to TV roles on *Home Improvement* and *Baywatch*.

THINK ABOUT IT: Do you believe getting a job is partly about being in the right place at the right time? Let us know at **www.theedgemag.org**

Melanie Goodchild

is a 29-year-old Ojibway woman

who is finding success in both

filmmaking and academics.

But it didn't happen overnight.

Not by a long shot.

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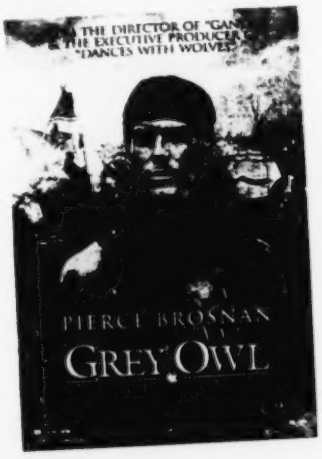
Backseat Rides on the Road to Success

ONE YOUNG WOMAN'S STORY



BY MELANIE GOODCHILD

"You're a Bond girl!" my best friend shrieked when I was selected as the trainee assistant director for Sir Richard Attenborough's film, *Grey Owl*, starring Pierce Brosnan. No, I wasn't cast as the latest bombshell in the 007 film legacy – but it was close. Brosnan was going to play Archie Belaney, the Englishman who pretended to be an Ojibway Indian in Canada during the 1930s. And they chose *me*, an Ojibway from Northern Ontario, to be an apprentice.

My first day on the set found me on the back of a skidoo with Pierce, heading out to a frozen lake location north of Montreal, in -20° C weather. He handed me a scarf and yelled over the buzz of the engine and the howling winds, "Could you give this back to wardrobe, please?" James Bond and I, racing through the woods on a skidoo.

That was two years ago. I was 27 years old and far from my roots in small-town Northern Ontario. It was a dream come true. I spent six months in Quebec working on a Hollywood film. How did this happen? I'll tell you.

It Started at Home

It's no secret First Nations people face many hardships as a result of contact with the European nations. There are social conditions in our communities that resemble third-world conditions. These hardships have a profound effect on many young people – and I was no exception. Growing up I saw the harmful effects of alcohol and poverty and the damage it can do to families.

But I was fortunate to have wonderful parents who protected me and instilled in me pride in who I was. That pride took me from my small-town roots to dreams of Hollywood.

My father died of leukemia when I was only nine. I thought it was the end of my world. But I survived with love and support from my mother – who taught me that inner strength is not measured by accomplishments but by your drive to be a compassionate human being. I did well in high school, not because I was the smartest kid but because I had heart and would accept no less.

I've learned this is the kind of ambition it takes to break into a cut-throat industry like filmmaking. I once heard a Hollywood director say, "you have to want it more than anything in the world." And you do.

Hopes of Making it Big

Today I run a successful video production company. But my school guidance counselor never said to me, "Hey Melanie, why don't you become a motion picture director?" I didn't think that was a viable option for me and was on the path to becoming a lawyer or politician instead.

As a teen, I volunteered a lot, offering me experience and some recognition – including a YTV National Youth Achievement Award for Public Service. Jim Carrey, soon to become the rubber-faced movie star we know him as today, hosted the show. It was lights, camera, and lots of action. And I told myself, "that's how I am going to make a living." I asked a million questions and the research had begun.

That was 10 years ago. What happened in that time to get me to the set of a motion picture, working alongside the likes of Hollywood legends? A heck of a lot of hard work, determination, risk-taking and education.

Creating Opportunities

In University I began an undergraduate degree in sociology, but in my third year I felt uninspired. I invited a local video producer I'd met for coffee, hoping he could offer some pointers on getting into the business. Admiring my drive, he offered me a job on the spot. He had just landed a contract to ship 25,000 videos across Canada, which needed to be packaged. We rented a warehouse in Quebec, hired 40 people and spent 12 days putting videocassettes into plastic video jackets and mailing them. That was my first gig.

Withdrawing from school, I took two apprenticeships in Toronto, both offered by special programs designed to encourage Aboriginal youth to pursue careers in the arts. One was with the Global Television Network followed by a year with the Canadian Film Centre.

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But despite the formal training I received through these opportunities, it was the extra-curricular opportunities I created for myself that proved most beneficial. At Global TV I was a broadcast management intern, shifting from one department to another. In my own time, I hung out with the camera guys from the news department and learned to operate a Betacam camera. I even managed to shoot a couple stories for broadcast on *Kidsbeat*, the network's youth-oriented news show.

The same thing happened at the Canadian Film Centre. I spent a year doing everything from photocopying screenplays to getting Whoopi Goldberg a hamburger at an annual BBQ. During my off hours, I borrowed video equipment and shot an experimental piece – later purchased by the Women's Television Network. I also volunteered as a Production Assistant on short and feature films.

While at the Centre, I applied for a scholarship for the International Film and Television Workshops in Rockport, Maine. This lead to a new opportunity: to become a filmmaker in residence there. Without the resources to do this, I found myself applying for scholarships again – but then accepted the offer without knowing the results of my applications. I couldn't pass up this opportunity! I spent three months in East-Coast U.S., working on student productions and learning everything from grip to gaffer to director to screenwriter positions.

Raindancer Interactive Is Born

Returning to Canada, I landed a gig in Toronto as an apprentice editor. Learning how the editing suite owner had started his business inspired me to do the same. Before I knew it I'd paid $60 to register my own company, Raindancer Interactive.

And I never looked back. I made some business cards and promoted myself to everyone and anyone I knew in the business. Those earlier internships helped me build a network of people with whom I could "do lunch."

And, I kid you not, while lunching with the owner of an Aboriginal public relations firm in Ottawa, the topic of my chosen career came up. She was beginning a project for Health Canada to promote healthy lifestyles to Aboriginal youth, and I suggested doing a video.

I signed a contract a week later. I wrote, directed, and edited a 45-minute video called *Balance: Healing Through Helping*, which deals with everything from suicide prevention to substance abuse. Screened at the 22nd annual American Indian Film and Video Festival in San Francisco, California, the video also won an award for Best Public Service Production. I now had an award-winning video production to add to my résumé.

And then Hollywood came knocking. I got the call from a friend who heard they were looking for a trainee for *Grey Owl*. I sent in my résumé and signed the contract three weeks later.

Back to the Books

But something was missing. My degree. I hadn't finished it – and I wanted to. I returned to Thunder Bay, ON, my hometown, and hit the books again. Two years later – this past spring – I completed an honours bachelor of arts in sociology with first class standing. It's the greatest decision I've made.

In the fall I'll begin a masters degree. But I'm not neglecting my filmmaking interests while hitting the books. I just completed a mini-documentary video for Eagle Lake First Nation called *Adult Children of Foster Care*, about Native children who were forcibly removed from their families to "protect" them from harmful situations. Many of these children were never told who their families really were and grew up not knowing their own Native identity. This is the role I want to play as a filmmaker – storyteller of our stories, from our perspective.

Knowledge: A Powerful Tool

Recently, someone said to me they thought I was going to be a filmmaker, not an academic. I said that's partly true. I *am* going to be a filmmaker *and* an academic. The two are not mutually exclusive, and I don't have to be just one. My academic studies offer me skills that are transferable to any type of work, including screenwriting.

Knowledge is a powerful tool in the screenwriter's little black bag. As an Aboriginal I've seen so many of our stories appropriated by non-Native storytellers. My generation will see an end to this. I'm pleased to put my skills and my ambition into this movement.

I once heard an elder say that everyone has to find their purpose – once you discover that, you take the paths leading you to it. I think my purpose is to use the technology of the modern world to help people understand our point of view. And what's important is to have fun along the way. I certainly have.

From running a business to being a student, I think the greatest asset I have is one given to me by my mother – the ability to learn from hardships and move on. I decided to take full advantage of every opportunity that presented itself, even if it meant taking a backseat ride – perhaps on a skidoo – for a while. When I'm in the driver's seat I'll be that much more experienced and ready to handle any bumps in the road.

Oh yeah, Pierce is very nice, if you were wondering.

The greatest asset I have is one given to me by my mother – the ability to learn from hardships and move on.

?LAN
LOCAL AREA NETWORK:
A group of computers in an office connected together via a cable so you can share files, hard disk space, printers, etc. with other users.

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Finding a job can be hard work – writing a résumé, scoping the classifieds, maybe even buying new clothes for an interview or two. But sometimes, when you least expect it, a job or career opportunity just lands in your lap.

OOPS!

BY KARINE BEAUDETTE

When a Great Opportunity Lands in your Lap

Pirouetting [illegible] New Profession

When he was 20, Stéphane Léonard of Montreal discovered his dream career in an unusual way. "I was working on the assembly line of a Montreal factory (and) I wasn't a happy camper! I was looking for a way to spend my evenings and, by chance, met up with an acquaintance who had just registered for dance lessons. I decided to register too. I was more or less comfortable with the idea of dance and since I was flexible and athletic, I thought I could pull it off. I chose classical ballet because I was looking for more challenges and discipline in my life. I never thought I would go this far with it."

Léonard's teacher, Natasha Izbinska, noticed him and took him under her wing. "She saw my potential and brought me into the world of art and dance." At her suggestion, Léonard studied in Russia for two years. Back in Canada, he trained for another year, then joined Toronto's National Ballet of Canada for two years. In 1998, Winnipeg's Royal Winnipeg Ballet hired him and he has now become one of the soloists of the troupe.

Now 32, Stéphane has never regretted trusting his instincts. "I just couldn't see myself going back to the assembly line. I had absolutely no idea where it would lead when I registered for those dance lessons. It was really just dumb luck, but I haven't looked back since."

From Wiping Out to Working Girl

Picture this: You're visiting a friend and decide to try out his skateboard. It's your first time on a board and before you know it – crash! – you're kissing the pavement. What are the chances you'll meet your future employer when you get up and dust yourself off?

That's exactly what happened to 15-year-old Krista Larocque of Yellowknife, N.W.T.

"My friend's neighbour helped me up and, during our conversation, asked me if I would like to babysit his kids for two weeks. I had no other plans, so I accepted. I now babysit for this family approximately four hours a week." She loves her part-time job so much, she's thinking of working in a daycare or becoming a family counselor some day.

Krista's story isn't uncommon. If you talk to people you know, you'll probably discover that many of them stumbled on their job or career quite by chance.

The Little Shelf that Grew

Lyne Barnabé, 29, and Malcolm Shoolbraid, 26, started their career journey with a small design project.

"Malcolm had been doing woodwork for about 10 years," explains Barnabé. "In 1999, we wanted to build a shelf for our apartment." Instead of building a plain one, the couple decided to make a mosaic shelf using recycled tiles and wood.

With lots of positive comments and encouragement from their friends, Barnabé and Shoolbraid decided to make mosaic mirrors as Christmas gifts. Demands soon began pouring in. "It snowballed," continues Barnabé. "We received many orders, including one from Japan for 30 mirrors!"

And so Mosaï was born! The couple found a studio where they are now diversifying their product line and both artists plan to keep their current jobs until Mosaï takes off.

"I like the idea of giving Mosaï a chance to grow and become our livelihood some day," offers Barnabé, presently working in the communications field. "I discovered a real love for manual labour. It's something new for me. Right now, Mosaï drives us and we want to see how far we can go."

Could You be an "Accident Waiting to Happen?"

Stéphane Léonard, Krista Larocque, Lyne Barnabé and Malcolm Shoolbraid's stories are not the exceptions. It could happen to you too. It is possible to meet an acquaintance who offers you a job, discover an activity you enjoy, or stumble upon an untapped market or product in high public demand. And if that happens – remind yourself that fate may be at work. Don't hesitate to seize the opportunity and see where it leads you!

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Are you ready for a School-To-Work EXPERIENCE? QUIZ

1) You are bored with sitting in a classroom every day. **True** or **False**
2) You need more work experience on your résumé. **True** or **False**
3) You can't think of a class on the course calendar you're interested in taking. **True** or **False**
4) You believe you can't learn everything you need to know from textbooks and overheads. **True** or **False**
5) You want to meet new people. **True** or **False**
6) You want a cool summer job – but you don't know how to get one. **True** or **False**
7) You don't know what you want to do when you finish high school. **True** or **False**
8) You could use some help with creating a cover letter, résumé, portfolio and a few tips about interviews and what employers want. **True** or **False**
9) You've been going to your high school every day for the past two to four years and you need a break with a real world experience taken through your high school. **True** or **False**

If you answered mostly True, you're ready for the experience... read on!

This School-to-Work section was written by youth who have had successful school and work experiences.

What IS a School-to-Work EXPERIENCE?

- it's a work experience program taken through your high school
- it's full time or part time (there is a required number of hours)
- in some programs, you can earn credits toward your diploma
- you learn how to create cover letters, a résumé and a portfolio
- you get interview tips and an idea of what skills employers are looking for
- you choose a career field you're interested in and then you (or your teacher) find a placement in the REAL world of work
- unfortunately, you usually don't get paid

OR you take a trade apprenticeship program (culinary arts, agriculture, tool and die) which is sometimes paid and guarantees a job after the program.

The possibilities are endless but one thing the programs all have in common is that they provide you with a chance to experience an area of work and decide if you're interested or not. It may give you the skills to get hired, or give you the motivation to continue your education, throughout high school and beyond.

CAN I MAKE MONEY?

Editor: Sarah Hartley Graphic Design: Lorena Lanzaderas Student Editor: Leslie Dungog

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CO OP will help me get a REAL JOB

Leslie, 19, Toronto, ON; Co-op

I never would have thought that my technical and people skills would become so important and useful during my time at work. I am a 19-year-old high school student who has taken the Co-operative Education program through my high school. I spent one full semester at work, getting hands on experience. From making phone calls to creating graphics for a website, I have developed skills that will be beneficial when entering the workforce. Employers are looking for the following skills (which I have learned to develop during my time at work):

Academic Skills

With the constant interaction with people I have developed my communication skills. I've learned to work with others, which is important in any working environment. To listen is to understand and learn. I started thinking critically and acted logically to evaluate certain conditions and used technology and information systems effectively.

Personal Management Skills

Positive attitude is everything; it shows your employers how you enjoy doing the work, which reflects well on you. Attitude, responsibility and adaptability are important.

Teamwork Skills

In all the work I have done, I had to work in a team. I had to be able to understand and contribute to the organization, to plan and make decisions with others.

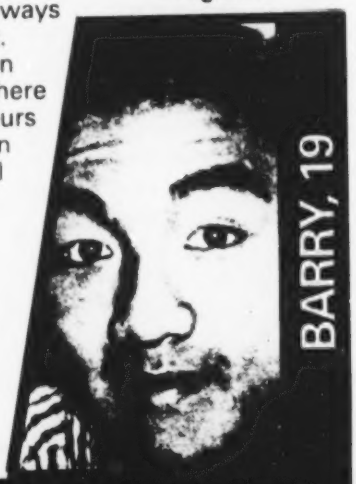
Why get involved?

I got involved to get the experience. It's something I need for the future. It will help me to fill in gaps. I can also learn from my boss' mistakes and use what I learned when I decide to start my own business.

About the program

I was interested in the local entrepreneurship program. I get credits towards my high school diploma when working. For every 110 hours I work, I earn one credit. I attended class first, then I applied for a job at Cadence, an alternative clothing store. My boss had just started his own business and hired me when I applied. My work is a lot of fun and I'm always ready to work. There are even some days where I stay after hours because it's an environment I like to be in.

KITCHENER WATERLOO COLLEGIATE
Waterloo, ON
Internship & Entrepreneurship Program



"If you have the chance, take advantage! It's a great experience."

Profiles

"This work experience will help me get a job."

Why get involved?

I learn about volunteering, bookkeeping, baking and how to run my own business.

About the program

The High School Café serves drinks and snacks to students before school, at lunch and after school. I volunteer during these times and do different shifts: working at the cash, baking the food and cleaning... We provide a community service, as the High School Café is the only restaurant in town! Most of the school's population of 200 teachers and students visit the café everyday. The students who work at the café are hoping to use the profits to open a restaurant and teen hangout in the town. Hopefully, with our work experience, this restaurant will employ us, too.

INNUJAQ SCHOOL
Arctic Bay, Nunavut
High School Cafe

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RANIA, 17

GONZAGA H.S.
St John's, NFLD
Career Pathways Program

"If you get the chance get involved, it's a lot of fun. And you may get hired in the end."

Why get involved?
I thought a Career Pathways placement would be a great way to find out if psychiatry is the career field for me. It made me more open-minded and aware of my options.

About the program
I had to apply for the program to see if I was qualified since space was limited. For one term, I took classes in the morning and went to work in the afternoon. During my time in class, I went through various self-assessment tests, which helped me to make the decision in entering a placement for psychiatry. I was placed in the guidance office of my school, where I offered career counselling to students and I did it on my own, which was a great way to test my skills. Fridays I spent in class, where we discussed how to develop a portfolio, career employment profiles and learning safety on the job. Other programs available in my school are Co-op Law and Media Co-op.

SHAUNA, 17

NOTRE DAME H.S
Red Deer, AB
Technology Preparations Program

"This school-to-work program helped me to realize what I want to do with my life."

Why get involved?
From my experience, I have learned that I definitely enjoy working with my hands and in a physical type of job (not sit-down-at-a-desk type of work).

About the program
This program is goal-oriented and combines challenging academics with employability skills to prepare students for post-secondary training or direct entry into the workforce. I chose kinesiology and physical education; I was placed in the Red Deer College Kinesiology and Athletics Department. I worked with an athletic therapist and learned some of the basics of kinesiology. Since I was placed in an office, I did a fair share of office work answering phones, sending faxes and typing up work for the professors. To graduate from a tech prep credential/diploma program, I have to participate in a portfolio presentation. The portfolio is a showing of different work pieces I have done, as well as background information about me and my placement.

Other comments...

What is most enjoyable about this program is that it gets you ready for the workforce by having you work at a company. All students should get a chance to see what skills they will need to get a job and keep it.
Kevin, 16, Winnipeg, MB

I believe every student should have equal opportunity to choose from a wide variety of school-to-work programs.
Alicen, 17, Petitcodiac, NB

I had a work experience at an architecture firm. At the age of 16, I met with city officials on my own regarding road allowances for an addition to a high school parking lot which has now been built. Not many students have the opportunity to get real world experience without school-to-work programs.
Bretan, 18, Calgary, AB

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Get OWN School-to-Work

Some of our team's recommendations... Don't just sit around waiting for one of your teachers if you don't have a school-to-work program at your school.

- Talk to your guidance counsellor to see what's available; if there's nothing, ask why.
- If you're not getting any answers in your school, it's time to turn to the school board. Why don't they offer school-to-work programs, co-op education, apprenticeship programs or career planning classes?
- Find out what the guidelines for work or co-op placements are in your school board – is it half days or full days? Four credits or two? – before you start calling companies.
- If you're interested in becoming an entrepreneur, for example, find a placement at a small business in your city to see how they do things. Want to be a journalist? Ask the local paper to take you on. A teacher could support you and help you with where to look while you find yourself the placement you really want.
- Maybe you want to be a farmer, but you live in a city; you could always look into a regional exchange program. Some placements can be done over the Internet.
- Some schools focus specifically on technical/vocational training... maybe consider a transfer.

Steven, 19, Montréal, QC

I thought about going to college right after I graduated, but finally, after much thought, I decided not to. Instead, I chose to experience something other than school. After I graduated with my high school diploma in June 1999, I took a math course for six months in order to be accepted into college.

Then, in October 1999, I got a chance to work for the non-profit organization where I had been volunteering. I believe that working in an environment like this is a learning experience.

Since I began working, I have had the chance to learn many software programs on iBook and iMac computers and digital cameras which allow me to create graphics, Internet pages and information documents. This job has also helped me to improve my English as all projects are done in Canada's two official languages. I'm working in the organization's only francophone office so I get lots of practice. These are all things that I could have learned at school, but at the office I have the chance to apply my practical knowledge on a daily basis. I learn new things by practising everyday.

There is a pre-conceived notion that it is unwise not to go to post-secondary education immediately after high school. Some people thought that my choice was stupid and that it would have been better to go to college right after high school so I could finish as fast as possible. However, others thought it was a very good opportunity for me to get some valuable work experience. When I do decide to go back to school, I will be more mature and ready to face the obstacles that might cross my path.

In the beginning, I was really scared to make the choice that I did. Now that I reflect upon my decision, I'm happy about it. It has allowed me to open my eyes and made me realize that it's important to base your choice on your own future priorities. It's possible to find other means of continuing your education even if you don't go to college right after high school. For myself, I would say that there are many ways to get to where you would like to go in life. Don't be afraid to research your options and perhaps travel down an unmarked path.

Go Tech or Go Home

EXPLORING THE TECHNICAL SCHOOL ROUTE

BY KYM BOURDIN

You go to tech school if you can't get into university, right? Wrong! Technical school is a great (and often profitable!) option — and one you may want to consider!

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A NEW WAVE OF LEARNING

Career Technical Centres

You're lounging on the couch, wavering between going to the dance or the hockey game tomorrow night. Suddenly, these two horrible creatures (one of them stole your dad's favourite tie and the other is wearing your mom's aerobics shoes!) are towering over you! And they ask you that dreaded question: "WHAT ARE YOU GOING TO DO WITH THE REST OF YOUR LIFE?"

Take shelter!

You've heard the national unemployment rate for youth aged 15 to 24 is around 13 per cent (as of February 2000) – double the national average – according to Stats Canada. There were also about 600,000 grads in 1999 who were unemployed or under-employed because they couldn't find full-time jobs in their fields, according to CareerEdge (a Toronto-based nonprofit organization that hooks up graduates with Canadian companies for workplace internships).

But the world didn't end with the new millennium, right? So don't quake in your Skechers! Our growing Canadian economy is just SHOUTING for technology and trades skills. So the tech route – technical education through technology institutes, trade schools and community colleges – is one option.

Debunking the Tech Myth

Contrary to popular belief, technology institutes and community colleges are *not* poor cousins to universities. These schools are lean, mean, education machines that deliver what students want: fine-tuned course work designed to fit specific industries, small classrooms with personalized instruction, and in the end – a well-paying job.

Entrance criteria can be tough so there's no room for slackers. But balance that with this big advantage: they often have strong partnerships with industry leaders, ensuring graduates have the skills they need to be in productive workplaces with curricula that are relevant and responsive to industry needs.

A growing trend in British Columbia – and another way of exploring technical or trade career options – is the introduction of Career Technical Centres (CTCs). Blending the final two years of high school with the first year of career/technical training in college, CTCs can make it easier for students to take the leap from high school to college or into the world of work. Today there are CTC schools in Abbotsford, Kamloops, Nanaimo and Prince George, B.C., with plans to launch more throughout the province and to encourage other provinces to follow the western lead.

Based on a 24-month semester model, instruction is equally divided between secondary and post-secondary training. Students begin their college-level studies in their specialty area by the second semester of Grade 11, continue with regular courses, and wrap up the final college courses in their Grade 12 first semester. College instructors teach all post-secondary training on site at a college. Students get high school credit for college courses they take and can also transfer college-level credits to their post-secondary education. That gets them into a second year college courses and saves money on what would have been first year tuition.

"Cooking is what I've always done, ever since I've been young," says Dan Freeston, a grade 12 student enrolled in a professional cook training program at Nor Kam Secondary school in Kamloops. He says he tossed around this career idea ever since he was seven years old and prepared, all by himself, a mouth-watering roast dinner complete with Yorkshire pudding, mashed potatoes, creamed corn and carrots.

His program is no cakewalk. Students in this course must maintain a minimum of 70 per cent to stay enrolled. "It's a lot of hard work when you're still in high school," he says. "You need to learn basic culinary terminology and complete work done at a college level while still studying regular high school courses," he says. Dan, 17, must also complete a practicum – 100 hours of service in restaurant kitchens where he does everything from washing dishes to cooking.

After graduation, Dan plans to attend University College of the Cariboo, where, having already completed levels one and two in high school, he will enter level three of the cook-training course. After completing this level, he'll receive his diploma and enter a three-year apprenticeship program. Then, after traveling to pick up some cultural training and cooking techniques, he plans to open his own restaurant!

Another reason to go tech is tuition: according to the Canadian Technology Human Resources Board, a year of university can be about double what it would cost you for a year at a college or technical school.

You Say Technician, I Say Technologist

If you have "technician" or "technologist" attached to your job title (laboratory technician, geotechnical technologist), you likely received specific technology training at a college or technical

Intriguing Trade Employment Ideas

Marine Environmental Technician
Like boating and a good ocean breeze? Work with fisheries and collect water samples here in Canada, Thailand, wherever. Study the water for little plankton critters.

Civil Engineering Technologist
Mine this possibility! Plan the ventilation system for circulating oxygen into all those nooks and crannies for miners working in underground mines.

Vehicle Technician
Calling all car enthusiasts! Examine technical details of cars to determine maintenance and repair costs over their lifecycles.

Broadcasting Technologist
Got a yen for sports? Catch all the games while working on production and broadcast of sports events and games for a TV station or sports network.

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SCHOLARSHIP *A financial award you receive based more often than not on academic achievement. Community involvement, athletic ability, and other factors are considered as well. Different scholarships pay out money for different purposes. Some provide lump sums to be used as you choose. Others may specifically cover tuition, residence fees or textbook costs.*

institute (or CÉGEP, in Quebec). Both technicians and technologists have insight into how things work, sharing similar skills and responsibilities.

So what, then, is the difference between them? Well, the tasks they perform, the training they complete and the salaries they receive can differ. Technicians install, test, use and troubleshoot or fix equipment. They are trained to solve technical problems and are hands-on experts with specific pieces of technology. Sometimes they help with equipment design.

Technologists design equipment, develop prototypes, decide what equipment to use on particular projects, figure out how to use it and supervise its installation. They use mathematical and scientific theories to investigate problems and find solutions.

A computer *technologist* might design the blueprint for a computer and determine what type of wire and power is necessary. A computer *technician* would set up the computer.

Becoming a technician involves one to two years study at a college or technical institute; technologists must complete two to three years of study.

Technologists usually earn more in the end – but not always. Training, experience and the industry in which you work all factor into the wage.

Jobs for the Taking

As the information technology sector continues to boom, there is a growing demand for college or institute technology grads. Read: job opportunities.

"Technology is growing an awful lot," says Arnold Boldt, Dean of Technology at the Saskatchewan Institute of Applied Science and Technology (SIAST).

"We'll have more employers looking for grads than we have graduates. More than half the number of students ready to graduate from SIAST technology in April (2000) already have jobs. The rest will be hired by the end of April," he continues. But why the demand for graduates?

"More manufacturing is going on and things are becoming technology oriented," says Boldt. "The kinds of skills these students have are what the employers want. Specific and focused skills."

Another reason is that currently-employed technicians and technologists are close to retirement – a trend that should continue to increase in the next five to 10 years.

"Employers are recruiting on campus. This didn't happen even in the early -to mid-'90s. Now it's on the increase."

You Go, Girl!

Canadian women are beginning to make a dent in a trade industry once dominated by men. More than ever before, women are tightly capping the Liquid Paper bottle – their old tools of the trade – and picking up acetylene torches.

> **"The training they receive is just as important to society as that of other post-secondary programs."**

Twyla Mitchell, a welding apprentice through the Southern Alberta Institute of Technology (SAIT), likes what she does.

"It's the satisfaction that anyone who has an interest can pick it up and learn it. It's a skill, an artistic thing," she says, adding that she sees a lot more women stepping into the trades and actually works with two other female welders.

"It's good money. I encourage women to get involved in welding and in other male-dominated trades areas. Women can do as good a job as men or even better."

Certain occupations traditionally held by men seem to carry with them a more respected position in the workplace, says Valerie Overend, a carpenter and WITT (Women in Trades and Technology) Instructor in Saskatchewan.

"We want to open these well-perceived, well-paying occupations to women." And the WITT National Network is an education and advocacy group dedicated to just that – promoting and assisting in the recruitment, training and retention of women in trades, technology and blue collar work. Their web site (www.wittnn.com) shares experiences of women who work in these areas.

Educational institutions are witnessing the gender shifts as well. At SIAST, the trades and technology training programs are seeing close to an even split of women and men in the classroom, Boldt says.

The Apprenticeship Advantage

Many technical and trade school curricula offer apprenticeship programs. The advantage: you've already landed a job.

"An apprenticeship is a contract between the apprentice, the employer, and the commission," says Al Douglas, Assistant Director of the Saskatchewan Apprenticeship and Trade Certification Commission, a Saskatchewan association that certifies trade workers. He adds that in the last three years, registered apprentices have nearly doubled in number.

"The training they receive is just as important to society as that of other post-secondary programs," he continues.

Back at SAIT, Twyla Mitchell is literally *working* towards her completion of a three-year apprenticeship program. In the end she'll have put in 24-weeks-worth of classroom time, and many many more weeks-worth of apprenticeship labour. Working for the heavy oil industry, she builds steam generators while also receiving hands-on experience and theory in welding, blue print reading, mathematics, safety, welding-related electrical and fitting and layout of steel plates. When she's done, she'll receive a journeyman certification in welding, which she needs to weld legally in Alberta.

Need More Info?

Two Canadian web sites can help in your search for more information about trades and technology training programs, occupations and more. Check out:

- Canlearn Interactive **www.canlearn.ca**
- WorkInfonet **www.workinfonet.ca**

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YOU CAN

Make A Difference

By Alexandra Miekus

ILLUSTRATION BY CATHERINE CRAIG - LONDON, ON

The teens you are about to meet are active, involved, and committed to changing their world – but most importantly, they're just regular Canadian kids like you.

Unimaginative, confused, bored, surly, disenchanted and awkward – these harsh words are sometimes used to unfairly paint teens with one broad stroke. Fortunately, the *real* picture is that most of today's spirited teens defy the stereotypes and are enthusiastically making their own marks in the world.

Her Find Leads the Blind

Xing (Ziggy) Zeng is a terrific example of a teen making a difference. In 1997, this 15-year-old from Montreal was doing research for a school science project when she discovered that existing technology for helping the blind navigate around obstacles wasn't very efficient. The signals from these devices were too hard to read and resulted in poor reaction time.

"I decided to make some improvements," explains Ziggy. "My glasses measure the distance between the person and the object and indicate that length in feet. It's much easier for a blind person to understand."

She presented her innovative discovery at several science fairs, winning prizes and award money that allowed her to finance improvements to her invention.

"What drives me is my passion for science and my ambition to discover 'how' and understand 'why' my knowledge can make a difference," offers Ziggy.

Mission to Haiti

To find young people who are making a difference, you don't need to look for high achievers in the newspaper or on the Internet. You need only visit a school – any school – and look around. Two years ago, Renée Schmitz, an 18-year-old from Edmonton, Alberta, learned that her school was organizing a missionary trip to Haiti and she knew she just had to go.

In Haiti, Renée helped to rebuild schools, paint churches and teach Haitian children how to play popular Canadian games. During the trip, she witnessed great poverty and understood the need to help third-world countries.

"When you see suffering, you know that something has to be done. You stop asking questions and just do it."

Northern Exposure

Last December, 17-year-old Yannick Larocque, of Yellowknife, NWT, formed an association for young Francophones in the Northwest Territories. His participation in a number of political and youth rallies around the country helped him see there was a need for a youth organization in his own region. It took many months of knocking on doors, recruiting members and calling on banks and government for financial aid, but thanks to his efforts, the Comité de coordination des Territoires du Nord-Ouest (COCO du TNO) was born.

The association is open to young people between the ages of 12 and 18. It organizes activities like movie-and-pizza nights as well as trips to the swimming pool or bowling alley. It also brings young people together and gives them a forum where their voices can be heard.

"COCO du TNO really allows young people to have a say in what's going on in this region and in Canada, and not to be taken for a ride," explains Yannick.

Ziggy, Renée and Yannick, just three examples among many, were each inspired in a different way. What unites them is their desire to make a difference. With just a little courage, spirit and determination, you have all you need to change the world.

Global Change Begins with You

Would you like to play a role in your community or the world-at-large but don't know how to go about it? The first step is to get information. Start by looking for volunteer, youth, or international organizations in the yellow pages, at your library or online. You're bound to find a group that sparks your interest!

A useful web site is the Canadian Youth Action Guide (**www.tgmag.ca**). You'll find ideas, addresses, phone numbers and everything else you need to make a difference.

Here are some other useful information sources:

- Boys and Girls Clubs of Canada
  www.bgccan.com
  Tel: (905) 477-7272
- United Way Canada
  www.unitedway.ca
  Tel: (613) 236-7041
- Amnesty International
  www.amnesty.org
  Tel: (514) 766-9766
- Canadian Centre for Philanthropy and the Imagine Program
  www.ccp.ca
  Tel: 1-800-263-1178
- Volunteer Opportunities Exchange
  www.voe-reb.org

artwork by **young canadians**

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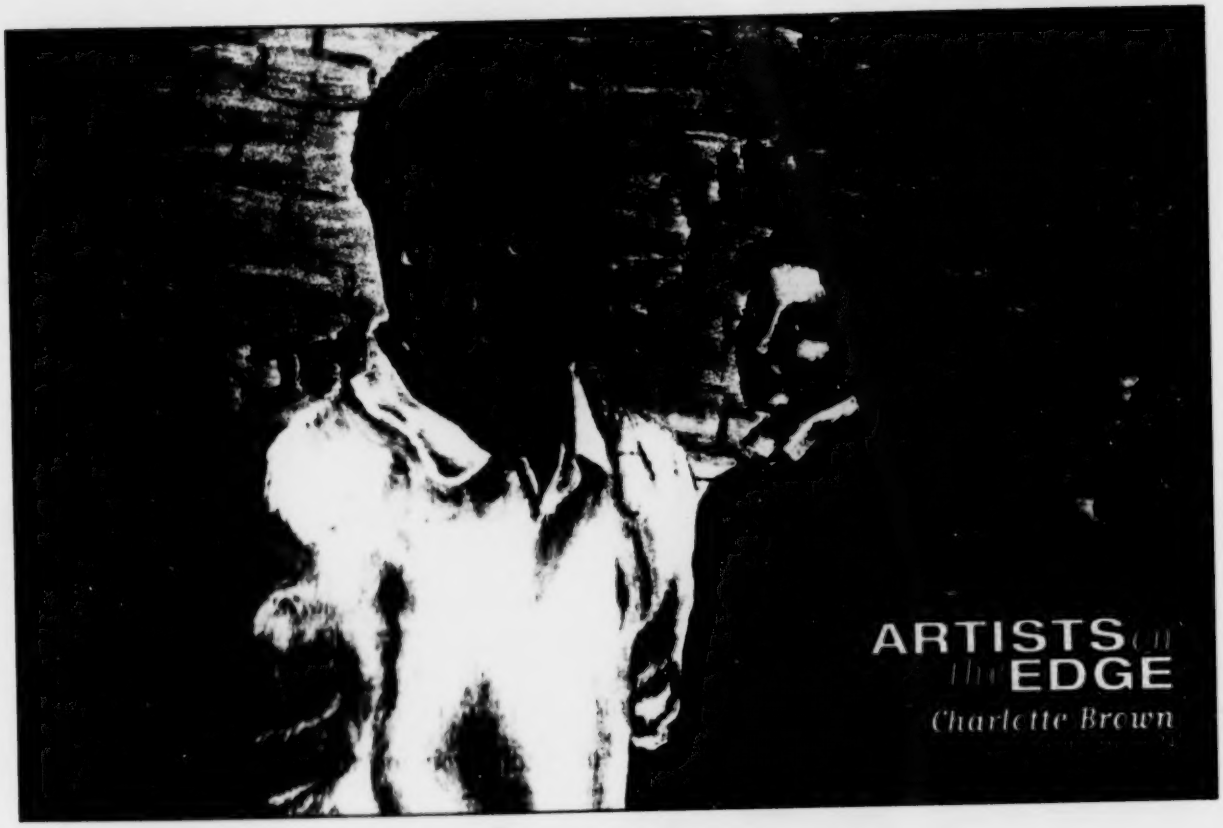

These pieces were selected from entries to the "Art on the Edge" contest.
To see more, check out *The Edge* Virtual Gallery at www.theedgemag.org.

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Stand Up for Your Rights

BY BARBARA CHABAI

Harassment in the workplace is a form of discrimination. It can take the form of unwelcome remarks or offensive jokes about your body, race or religion. It can be sexually suggestive. It can include emotional or physical assault. But no matter what the violation – no one has to take it.

SEXISM: Emma's Story

Emma was a 19-year-old university student from Waterloo when she landed a great summer job at a large computer firm. Her second summer with the company, she met and enjoyed working alongside David, a friendly and attractive new co-worker.*

"At first, David commented on women passing by outside the window we both faced. Comments like, 'She's beautiful' or 'I would ask her out.' Pretty harmless. But then he started getting worse, saying things like 'Je veux la licher' (I want to lick her). The real shocker was when he would follow that comment with, 'A woman is like a peach, you have to savour all the juices.' I was so stunned, I didn't know what to say. I said nothing."

David's gawking was eventually directed towards Emma; he would gaze at her legs and tell her how beautiful they were. "I rarely wore skirts after that," she recalls, although she didn't say a word.

Before the summer was over, his comments would become even more explicit.

"They did not always involve me, but their suggestive nature was more than a little obvious. He talked about the photocopier room, the small meeting room and our desks 'after hours.' Still, I said nothing."

According to Dawn McCoy-Ullrich, a human resources consultant in Hinton, AB and a columnist for Canoe.ca, Emma's situation fits the textbook definition of sexual harassment because:

1) David's inappropriate comments were directed at Emma because of her gender.
2) The comments were intentional and happened more than once.
3) The comments made Emma feel uncomfortable to the point where it interfered with her ability to work.

But why didn't Emma say something and put the brakes on David's behaviour?

"It's very difficult to speak up in this situation," explains McCoy-Ullrich, who experienced harassment in the workplace herself at a young age. She says inexperienced employees in Emma's position often believe they have little or no control over the situation, worry about putting their jobs on the line or feel like they're to blame. "You may feel

ILLUSTRATIONS BY PAUL A NELSON - LOWER SACKVILLE, NS

* Some names have been changed.

www.theedgemag.org
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like you're the one who has done something wrong."

Teens can be easy targets of such unacceptable behaviour, McCoy-Ullrich says, because they are inexperienced and often "they don't know what their rights are in the workplace."

Sexual harassment can take any number of forms that can affect both girls and guys, including inappropriate comments or touching, demands, offensive pictures or improper jokes. But no matter how the violation happens, there are measures you have every right to take, she says.

"The first thing you should do is say something to the person making the comments," she says, "but the way you put it is *very* important. Don't point fingers or publicly accuse them of wrongdoing, which could immediately put them on the defensive or make a bad situation worse. Instead, try something like, 'I don't want to offend you, but this situation is upsetting and unacceptable to me. Would you please stop.' And (most) of the time, it will stop." She says if the behaviour continues, talk to your supervisor or, if available, a human resources (HR) department. "These people can guide you through the complaint process. They will try to help you to stop the behaviour, or intervene on your behalf by talking to the other party involved."

If the offending party is a supervisor or boss, you still have every right to speak up. "You never, ever have to accept harassment," asserts McCoy-Ullrich.

She says you may find strength in numbers by talking confidentially with a co-worker you trust. "In some cases, you might be surprised to know you're not the only one being offended," she says. "At the very least, you'll have an extra pair of eyes watching your back in case the behaviour persists."

If available, talk to your boss' supervisor or the HR department if you are uncomfortable dealing directly with your boss. If your boss is already at the highest management level, you may have to decide if the job is worth the distress it is causing you. "There may be a point when you have to choose between the job and your rights."

RACISM: Bryson's Story

Bryson was looking forward to the challenges and learning experiences the Sea Cadets had to offer: sailing, swimming, travel and making new friends. Little did the Mi'kmaq First Nations teen realize what life experiences he would walk away with.

"My Commanding Officer, who I really hit it off with, was replaced by a C.O. who didn't like me from the start. He would either ignore me or really pick on me. Bryson figured maybe it was because he was the only native in his all-white squad. "But when I asked him about it, he just brushed me off."

Over five years, Bryson, now 19, moved up through Cadet ranks, being promoted for outstanding academic achievements, leadership qualities and participation. But his accomplishments didn't change his Commanding Officer's attitude towards him. "He'd still single me out, yell at me and say stuff like, 'You guys are so lazy,' 'You're no good,' and stuff like that," explains Bryson. "He made me feel crappy."

When Bryson's fellow cadets tried speaking up on his behalf, they too were reprimanded. Rather than take the officer's continued abuse, Bryson tried to resolve the conflict once and for all. "I confronted him about how I thought I was being treated unfairly. He turned around and demoted me down to the lowest rank."

"Racism is racially-motivated behaviour where malice (hate towards another party) is involved. It deliberately belittles another person because of their ethnic background or colour of skin," says McCoy-Ullrich.

"Discrimination," she continues, "is when a person feels their rights have been violated for reasons other than work quality or ability."

Susan Kowal, a Vancouver-based consultant for the Canadian Career Development Foundation, says sadly, Bryson's story is an all too common case of classic race discrimination.

"Racism is a pattern of behaviour that repeats itself over time, and not only does it cause the person on the receiving end a lot of discomfort, but makes them feel inadequate to the point where they lose confidence."

Kowal says Bryson was fortunate to have his friends back him up, and that anyone in a similar situation should lean on their personal support system instead of giving in to the degradation.

"The more people in your corner, the better. Confide in the people you trust, the ones who care about you, champion, celebrate and challenge you. They may be able to help you look at what your options are and give your confidence the boost it needs to carry (them) out."

McCoy-Ullrich says Bryson did the right thing by calmly trying to sort things out with his commanding officer.

"(Many) teens would have quit before taking matters into their own hands. Even if it means eventually walking away from an unfair situation, (which Bryson eventually had to do) at least you know you did what you could."

If you feel you are being treated unfairly because of the colour of your skin, it's important to say something.

"Again, it's in the way you put it," says McCoy-Ullrich. "Don't jump to conclusions and accuse someone of racism because you were passed over for a promotion. It could be that you simply weren't qualified. Instead, say something like, 'I've been here for (length of time) and I've accomplished (list achievements) – what can I do to be promoted?'

"Being treated honourably is a wish; taking action is your right."

? GIC GUARANTEED INVESTMENT CERTIFICATE: *A form of investment in which you must keep a given amount of money in an account for a given amount of time. The rate of interest is guaranteed to stay the same for that amount of time. So, say you've saved up $1,000 that you know you won't need for at least a year. If you put it into a GIC for that year, you will get a higher interest rate (i.e. you'll earn more money off that $1,000) than you would if you just left it in the bank (or under your mattress!) But, you have to leave the money in the GIC for the specified amount of time – whether it's six months, a year, or longer.*

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If the situation remains uncomfortable, you may need to speak to the offender again, or take it further by discussing the problem with a supervisor, or your supervisor's supervisor.

"Being treated honourably is a wish;" adds Kowal, "taking action is your right."

STUDENT LOAN *Money you borrow from a financial institution that the government "guarantees" on your behalf. (Other loans are usually guaranteed either by your proof of personal worth and income, or the signature of someone with similar proof.) The government pays the interest on the loan while you are in school, but you must repay the loan when you are no longer a student, along with the interest. Loans are available from both the federal and provincial governments, but you must apply through your province of residence.*

AGEISM: Penelope's Story

Penelope, 20, is editor of a Toronto-based magazine for teens. Before that, she worked for the publication as a "right hand" contributing editor. But Penelope is not 'green' in the industry by any means – she had worked at another youth magazine for years and has her professional researching, interviewing, writing, and editing skills down pat.

Unfortunately, some people just can't see the forest for the trees – nor Penelope's expertise, despite her age.

"Sometimes, when I participate in an industry panel discussion or appear on TV to talk about the magazine, the organizers are reluctant to pay me for my time and opinion. They hum and haw and say it's not in their budget – even if I know very well the other guests are getting paid.

"They figure that because I'm young and enthusiastic, I should just be happy to be there. That the experience is payment enough," she explains. "Uh-uh."

McCoy-Ullrich says teens can run up against discrimination because of age, like in Penelope's case. As with any case of suspected discrimination, she says the best step is to talk to the offender.

"Don't sit back and take it. In Penelope's case, she could say, 'What can I do to make myself paid (or employable) like your other guests? What qualifications do I need? What experience do I require'?"

Kowal recalls the time her daughter accepted a job at a restaurant, and was told by the manager that although she had plenty of previous eatery experience, she had to work the entire first week without pay. "'Training,' he called it," she says. Her daughter quit.

"It didn't feel right to her, and that's because it *wasn't* right," Kowal explains. "Some workplaces can be quite exploitative of young people, because they expect that they will tolerate whatever they're asked to do. Their reasoning is that there's no shortage of teens who are hungry for jobs."

Eyes Wide Open

One of your best defences against discrimination is knowing how deep the pool is you're about to jump into.

"Teens quickly learn what the values are in a workplace," Kowal says, "including how employees and customers are treated, what the atmosphere is, how high staff turnaround is and how employees are rewarded. It's important to look at these things and get a good feel for the environment before accepting a job – anywhere.

"Know what you're getting into. Research the organization and observe how people look. Are they happy? Talk to people who work there. Do they like what they do and who they work for? These can either give you the green light or a red warning signal of trouble ahead before you commit to a job." ❧

Exercise Your Rights

The Canadian Human Rights Act gives every Canadian equal opportunity to work and live without being hindered by discriminatory practices. If you believe you are being harassed/discriminated against, don't ignore it. Here's what you can do:

1. **Make it clear to the harasser that his or her actions are not welcome.**
2. **Document your case. Keep a written record of conversations and incidents, including dates, places and witnesses.**
3. **You may want to talk discreetly with a close colleague that you trust, who may also be able to act as a witness on your behalf.**
4. **Contact the appropriate person (supervisor, office manager). If you aren't satisfied with their actions, you may be able to make a formal complaint. If you're being harassed by the person who handles these complaints, try speaking with another manager/senior employee you trust.**
5. **If you are not satisfied with these results, you may wish to file a complaint and begin an investigation. "Your primary legal recourse regarding Human Rights violations is the Human Rights Commission in your province," says McCoy-Ullrich. The Commission accepts harassment complaints on the grounds of race, colour, national or ethnic origin, age, religion, sex, marital status, family status, mental or physical disability, pardoned conviction and sexual orientation.**

Here are phone numbers for the regional Canadian Human Rights Commission offices. You don't have to give your name to get advice and find out about your options, but you do have to disclose all names, places and events for an actual investigation – for which there is no cost.

Atlantic Provinces: (902) 426-8380
Quebec: (514) 283-5218
Ottawa: (613) 995-1151
Ontario: (416) 973-5527
Manitoba/Saskatchewan: (204) 983-2189
Alberta/NWT: (780) 495-4040
British Columbia: (604) 666-2251

Or view the info on employee rights at the Canadian Human Rights Commission site: www.chrc-ccdp.ca.

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What jobs will be sizzling in five years? Ten years? Which ones will cool off? And why does it really matter?

Taking Stock of the Market

INTERPRETING "HOT JOBS" LISTS

BY BARBARA CHABAI

Trying to predict what jobs will be available in the future can be as tricky as forecasting what the weather will be 10 weeks from today.

Fifty years ago, who would have imagined that in the year 2000 there would be very few employment opportunities for telegraph operators, fallout shelter designers or soda jerks? Likewise, as little as 25 years ago, no one dreamed that millions of people would be successfully making a living off of something called the Internet.

Like forecasting the chance of rain, economic and social trends affecting career paths can be difficult to predict far down the road. But there is a way to see the big picture of the present and future working world – without giving your magic-8 ball a good shake!

Instead, take a gander at "Hot Jobs" lists, which provide data on current and future work climates using labour market information (LMI). The labour market (the "LM" in LMI) is where those looking for work and those looking for workers come together. Unfortunately, the balance between supply and demand teeter-totters and is never perfectly matched because of population, social, economic and educational trends. Information (the "I" in LMI) explains how and why the supply and demand teeter-totter tips one way or the other.

"'Hot Jobs' lists are starting points," explains Vijay Jehman, web site coordinator at BC WorkInfoNet. "These overviews are designed as a guidance tool to be used with other job search materials." She suggests perusing the lists to find career areas that interest you and have healthy outlooks – then doing more in-depth research, networking (see "Xposed!", page 12), interviewing people in the industry and reviewing the employment statistics of recent grads in your area.

HOT JOBS TIP: ***Look for long-term trends, not short-term fads.***

"It's essential to remember that these are forecasts of job trends based on current employment trends," emphasizes Jehman. "Things change quickly and often." Shoot for industries that offer longevity and not just fad jobs (sorry, houseplant psychotherapists are no longer in demand) that might disappear before you've finished training for them.

> "It's essential to remember that these are forecasts of job trends based on current employment trends."

What Can I Get Out of This Info?

"Hot Jobs" lists tend to offer similar information. They list specific careers under larger sectors, like "x-ray technician" under the broader sector of "health and medical technology." They might also provide other relevant details such as:

- Duties and responsibilities of the job, including salary range, hazards, bene-

fits and demand for employment
- Educational and related-experience requirements necessary to successfully find work in the field
- Types of employers and what percentage of the population works in this area, as well as the employment makeup – including things like gender ratio and geographic breakdown
- Current prospects and the outlook for this career future

HOT JOBS TIP ***The WRONG way to read "Hot Jobs" lists:***

- Believe predictions are 100 per cent accurate (Many factors shape their outcome – one way or the other.)
- Think if it's printed in the media, it must be true (We all know that facts can be misinterpreted or offer only partial info.)
- Ignore the limitations of statistics (Be honest – does your history average *really* represent how much knowledge you've soaked up over the years?)
- Only look for the jobs paying the highest salaries (Nice, but will you be truly happy?)

What Am I Supposed to Do with It?

"Hot Jobs" lists can be seen either as helpful or a hindrance. If you consider them gospel and your one-and-only chance for employment, they'll squash your creativity, restrict healthy job exploration and just flat-out discourage you. But if you use the information they provide as a valuable tool in conjunction with other info, the lists can be valuable guides.

"Hot Jobs" lists point to industries that appear to be on an "up trend" in the next few years.

HOT JOBS TIP ***Look at the industry (e.g. automotive), not just the individual job (e.g. mechanic).*** "Industries will change less quickly than specific jobs and are less likely to disappear altogether than some occupations," says Elaine O'Reilly, co-author of *Making Sense of Labour Market Information*, adding that it's smarter to be aware of general skills in the industry.

> "Always keep your unique talents, passions, skills and interests in mind while exploring industries to apply your interests to."

For example, if you were a typesetter, now considered passé in the printing industry, how could you still find work in the field? "(You) may have trained in computer graphics and could move to layout artist or graphic designer. Or (you) may have moved to sales and used past knowledge to provide printing quotes to customers," O'Reilly offers.

For instance, if technology crops up again and again on the lists, consider all the products and services these growing tech companies will need – and that YOU could help supply. Or, if health keeps popping up on the lists, explore *all* the opportunities in that field, not just the obvious ones. "Hot Jobs" lists are created to help you find your rightful place in the job market.

So Where Do I Get this Info?

Several national, well-reputed magazines (e.g. *Maclean's*) research their own annual reports, as do employment web sites like WorkInfoNet (www.workinfonet.ca) and the Alliance of Sector Councils Job Bank (www.councils.org/job_bank). One of the most exhaustive resources, Job Futures by Human Resources Development Canada (HRDC), contains information on over 200 occupational groups. Visit the web site at www11.hrdc-drhc.gc.ca/doc/jf/index.shtml

HOT JOBS TIP ***Hot jobs are everywhere!*** "Hot Job" lists are not the only place you can research what careers will be making advances

EXAMPLES OF TYPICAL LABOUR MARKET INFO LISTINGS

OCCUPATION	Backhoe Operator	Data Entry Clerk	Gladiator
AREA	Heavy Equipment, Construction	Clerical, Office	Sports & Recreation, Entertainment
JOB DESCRIPTION	Excavate, load and clear land in the construction and maintenance of roads, bridges, airports, pipelines, tunnels, buildings and other structures.	Receive and register invoices, forms and records for data capture; verify accuracy of data, input onto disks and tapes for storage and maintain storage libraries.	Professional combatant who battles other brutes in death matches, much to the delight of several hundred cheering spectators.
EDUCATION, TRAINING & EXPERIENCE	High school diploma; one to two year apprenticeship; some provinces require industry certification; appropriate driver's license.	High school diploma; college or other courses in data entry. Need to be able to type and use data entry/computer equipment.	Must be dull of mind, good with hands and fleet of foot.
SALARY RANGE	$19,000 to $53,000. Average earnings of year-round, full-time workers in 1995 were $36,600. Salary ranges greatly vary in this occupation, due largely to the seasonal nature of employment.	$17,500 to $41,000. Average earnings of year-round, full-time workers in 1995 were $28,700.	A few gold coins and the remainder of your life.
CURRENT EMPLOYMENT SITUATION	Approximately 85,000 Canadians employed in this area. Employment is sensitive to overall economic conditions and is highly seasonal.	62,000 Canadians employed in this area; nearly 70 per cent of clerks are women. This occupation is not sensitive to overall economic conditions and not seasonal.	Unless you count the WWF, not too many gladiators left due to the hazardous nature of the business.
OUTLOOK	Improving, since an increase in building and road projects means high demand.	Steady.	Bleak.

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in the future, says O'Reilly. "Keep your eyes and ears open for what is up-and-coming through newspapers, radio, TV, the Internet, flyers, help-wanted signs, locations of new companies and subdivisions plus conversations with anyone and everyone!"

Keep in mind that "Hot Job" lists tend to be made up of national LMI statistics which may vary from province to province. Try to stay in tune with the employment possibilities in your own backyard.

"It's important to examine provincial career futures as well as those on a national front," says Jehman. "For instance, the aerospace industry continues to grow in other parts of Canada, but in B.C., the industry is small and only slowly beginning to grow – it's a tough field to enter right now because of the limited positions and educational requirements." Jehman suggests researching job market information for your province to find out the outlook for your region. "Also keep in mind that urban and rural areas have their own unique opportunities, so (understand) that what may be in demand in main centres will not translate into what is available in rural settings."

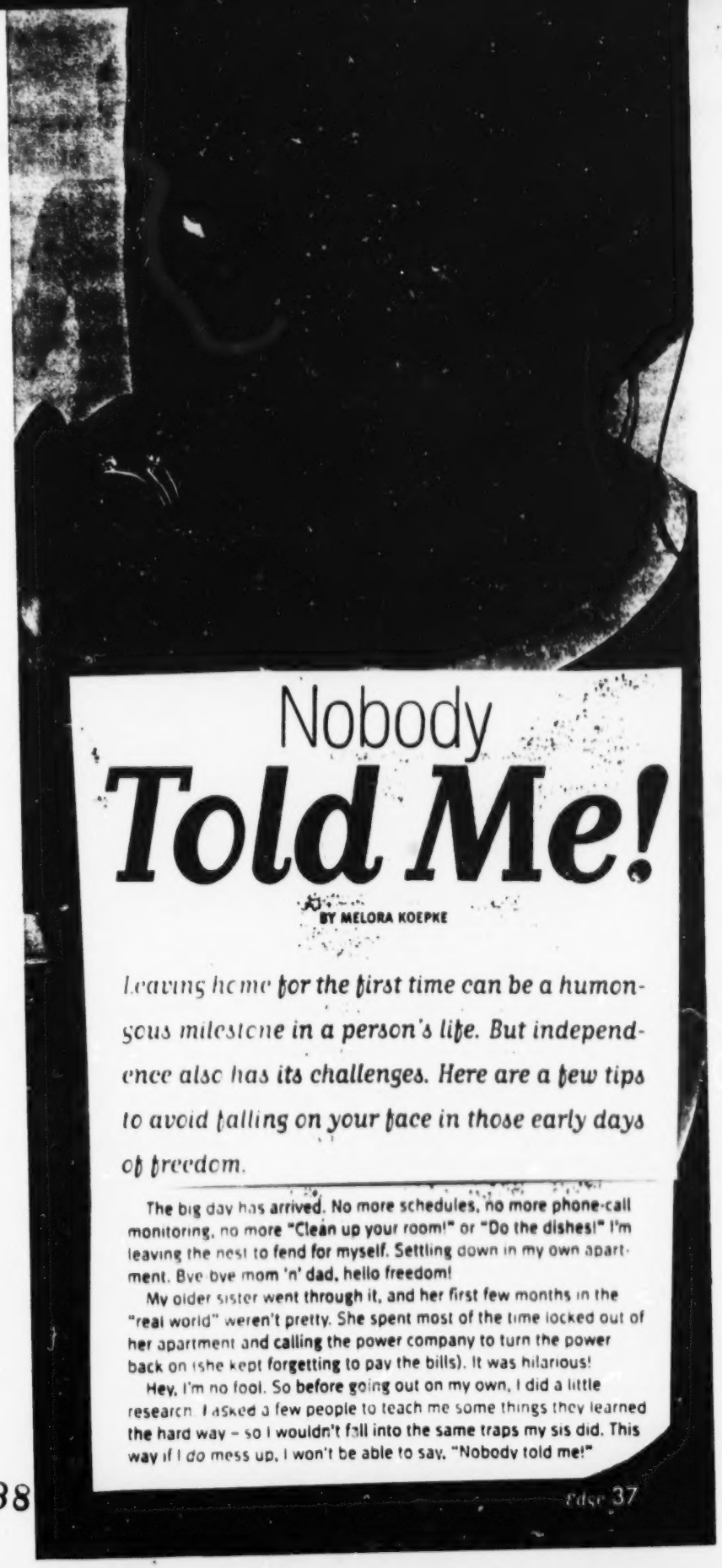
What If My Job Didn't Make the List?

So what if you really, really (really!) have your heart set on becoming – say – a zebra breeder, but it's not a "Hot Jobs"? O'Reilly says you can let out a sigh of relief.

"Don't let any list discourage you from a path to an occupation," she says, reminding that these lists are written on paper, not in stone. When reading the "Hot Job" lists, the key is not to freak out – but stay flexible.

"Always keep your unique talents, passions, skills and interests in mind while exploring industries to apply your interests to. Figure out how to add some "hot job" skills to your dream job and give yourself an edge in the field." ●

ISP INTERNET SERVICE PROVIDER: *A company that gives you Internet access through computers that stay online 24-7. You set up an account that allows you to log on to their system through your personal computer, to surf the Web and to send and receive e-mail. (24-7: 24 hours a day, seven days a week.)*



Nobody Told Me!

BY MELORA KOEPKE

Leaving home for the first time can be a humongous milestone in a person's life. But independence also has its challenges. Here are a few tips to avoid falling on your face in those early days of freedom.

The big day has arrived. No more schedules, no more phone-call monitoring, no more "Clean up your room!" or "Do the dishes!" I'm leaving the nest to fend for myself. Settling down in my own apartment. Bye-bye mom 'n' dad, hello freedom!

My older sister went through it, and her first few months in the "real world" weren't pretty. She spent most of the time locked out of her apartment and calling the power company to turn the power back on (she kept forgetting to pay the bills). It was hilarious!

Hey, I'm no fool. So before going out on my own, I did a little research. I asked a few people to teach me some things they learned the hard way – so I wouldn't fall into the same traps my sis did. This way if I do mess up, I won't be able to say, "Nobody told me!"

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1 Nobody told me what to do about a clogged bathtub drain

"If I could start over, I would pay more attention to household chores. When you live with your parents, a lot of things just get done: dishes, laundry, small repairs. I should have paid more attention when my parents were working around the house so I would have known what to do* with a clogged drain at two in the morning, for example."

—David Louzon, 26, Lotus Notes administrator, Montreal

*(If this happens to you, all you need is a chemical product [like Drano or Liquid Plummer] or a more enviro-friendly plunger.)

2 Nobody told me how to dress for an interview

When she first interviewed for jobs as a graphic artist, Mabel noticed that appearance was very important. "Even for a first meeting with a potential employer, I would wear boots, jeans and a trendy T-shirt. In other words, I dressed the same way as the people doing the kind of job I wanted.

"Employers didn't seem to take me seriously. One day, I decided to try a new approach. I went to the interview dressed in a navy blue suit from Le Château. My potential boss seemed a little more pleased with my choice. But, I had the feeling he wanted to hire me as a junior accountant when what I really wanted was a more creative position."*

—Mabel Nguyen, 21, graphic artist, Vancouver

*(Mabel now opts for a professional look that still allows her to express her originality and artistic soul. "I always find an accessory with a little punch, like sparkling hair clips or a trendy T-shirt worn under my jacket. That way, clients are more at ease and I'm wearing something that inspires me.")

3 Nobody told me how to complete an income tax form

Lawrence was 17 when he started his career as a professional dancer. "At the time, I knew absolutely nothing about the income tax system. I just wanted to enjoy the money I was making." Now, a few years later, he could kick himself because he owes the government a ton of money in accumulated taxes. "I wish someone had taught me sooner how to complete an income tax form.* It would have spared me a lot of worry."

—Lawrence Rabson, 26, dancer, Winnipeg

*(Ask your parents or another adult to help explain a tax return to you – the principles are simple even if the forms can be a bit of a turnoff. A professional accountant could also help you file your income tax for an average cost of $40 per form (two are required in Quebec, only one in the rest of Canada). Help is also available on the Internet, where you can buy tax-preparation software – you can even file your taxes over the Net. Most of these software packages are easy to use. For more online information about the world of taxes, surf the Canada Customs and Revenue Agency [CCRA] web site at www.ccra-adrc.gc.ca.)

Here are a few more gems of advice:

• How to sign an apartment lease

Some apartment owners are not as keen leasing to younger people. One way to show that you're responsible is to offer a letter of "co-responsibility" signed by your parents. It's a document explaining that your family agrees to share the obligations of the tenant (that's *you*!) and is ready to pay the rent in your place if there's a problem. It's proof that your family trusts you and it should reassure the owner.

• How to pay the bills

It's important to pay your bills before their due date. If you don't, you'll have to pay late charges in addition to the original amount. Being in good standing with creditors is a huge advantage when you apply for a bank loan or a credit card.

• How to hunt for good (and cheap) furniture

Every city has second-hand or discount stores where you can find funky furniture at reduced prices (like the Salvation Army or flea markets). The classified ads and yard sales are other great ways to find second-hand furniture.

• How to cook spaghetti

For a simple meal, nothing beats spaghetti. Fill a pot about 2/3 full with water and put it on the stove at maximum heat. Add 1 teaspoon of salt and cover the pot – it helps the water boil more quickly. Once the water is boiling, add the pasta – how much depends on your appetite! Add a little olive oil for taste and to prevent the pasta from sticking together. Cooking time is about 7 to 10 minutes for *al dente* pasta (the pasta is tender, but still firm when you bite into it). Drain water and serve with ready-made sauce that has been heated in the microwave or on the stove at low to medium heat. Cookbooks for beginners can be a great help and are also easy to find.

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Turning Your Gifts into Green

BY BENJAMIN RODGER

A great voice, a sharp eye, a pleasant personality, a skill for computers, a way with words. We all have talents that can be converted into cash.

"Would You Like Fries With That?"

This could be the most overused phrase in the working life of a teen. Many of the usual part time jobs for high school students are limited to working in fast food joints, babysitting or shoveling the neighbour's walk.

But there are alternatives! Want to broaden your job options? Take a look at what these teens are doing to create their own unique employment opportunities!

• *Ugly boy* Charms

Frédéric Brisco is a 15-year-old entrepreneur who has managed his own clothing company for the past year. With two female friends, he created the *Ugly boy* brand name, at first selling their creations to a few Ottawa schools. Before long, the company's shirts were selling at the ByWard Market, in the heart of the nation's capital!

After designing the *Ugly boy* logo, Frédéric found a company to print it on clothing. The shirts now come in a variety of colours and are sold at reasonable prices: $15 for a T-shirt and $35 for a sweatshirt. Their profit margin is about $10 per item.

• "O Sole Mio..."

If you have a great voice, don't waste your talent in the shower; that voice could help you find a job! Just ask 19-year-old Éric Veillette, who has been singing since the age of six. His voice landed him a lead role in *Cyberia*, presented in 1997 at the National Arts Centre in Ottawa. The experience proved valuable. In 1999, Éric was a finalist in the Ontario Pop competition and he currently earns cash singing at weddings and funerals a couple of times a week.

To Be or Not To Be... Paid

No talent for singing or knack for design? You probably have other talents that could turn a profit. Hey, even class clowns get their shot. Festivals usually need wandering entertainers to tell jokes, amuse kids and play funny pranks – and theatre students are often called upon for this type of work. Wages can be low, but there are fringe benefits like meals, snacks, free passes into the festival, and so on. Theatre school teachers can be a good source for leads on these types of gigs. No matter where your talents lie, a dash of entrepreneurial spirit can turn them into a job.

Surf the Work Web

Here are some web sites that can help you find a job, whether you're looking for part-time work or you want to launch your own company:

- The Youth Resource Network: **www.youth.gc.ca**
- Human Resources Development Canada: **www.hrdc.gc.ca**
- Business Development Bank of Canada: **www.bdc.ca**
- Aboriginal Youth Business Council: **www.aybc.org**
- YMCA: **www.ymca.ca**. (They provide hundreds of high-school students with learning experiences and jobs each year. You can find contact information in each province.)

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From Leisure to Livelihood

WHEN HOBBIES BECOME CAREERS

BY KARINE BEAUDETTE

Ya gotta make a living, right? So you might as well like what you're doing – or better yet, do what you like! Often the most satisfied people are those who succeed in turning a hobby they're enthusiastic about into work they love.

Goin' (Down) Under

It's safe to say that Charles Clément was a born athlete. At seven months old, he was already experimenting with gymnastics by climbing out of his crib. And at two, he was venturing out on ice skates.

"My father was proud of me when, at three years of age, I broke the neighbour's window hitting a baseball." Since then, a variety of sports (not broken windows!) followed, including hockey, soccer, tennis, basketball, skiing, squash, badminton, volleyball and fencing. "Sometimes sports took up more than 20 hours of my week," laughs Clément.

His consuming passion has opened doors. In 1999, Clément was appointed coordinator of media services for the 13th Pan-American Games, held in Canada. Today, at 24, he's working for the Olympic Committee in Sydney, Australia, as media director for the official volleyball venue.

"During my youth, I promised myself I would choose a line of work I could enjoy rather than work strictly for money. I wanted to have FUN! I noticed that if I worked hard, money and all the rest would follow in time."

Career Ahead: Exit, Stage Left

In high school, 15-year-old Marc Prescott discovered his love for theatre. "When I first got involved it was mostly to impress girls. I was a rough and tough hockey player but I also wanted to show my sensitive and intellectual side. I quickly found out I was no Tom Cruise and that theatre was hard work. Meeting girls this way never really worked, either!"

Prescott stuck with it and joined theatre companies and French improvisation groups. "It became very important to me to make people laugh and provide them with a satisfying experience. (Realizing) I would be more useful in front of a com-

Explore All the Possibilities

Robin Rooke is coordinator of employment assistance in a Saint-Boniface, MB resource centre. Her advice to those dreaming of turning their hobby into a job is:

Get Information

"When I meet someone who's very passionate about something, I give them the same advice I would give anyone looking for a job. Explore the field by interviewing people already working in it and find out whether there is a demand for your service or product."

Ask Yourself a Few Questions

"It's important to know your limitations, both physically and financially, and know your values," Rooke says. "I always encourage people to ask a lot of questions before making any moves. When you do things without thinking them through, you can lose energy, money, time and motivation. You should ask yourself: 'Would I love doing this full time?' 'Would I like working alone or with people who'll depend on me?' It's important to look at every aspect."

Develop a "Plan B"

According to Rooke, it's important to figure out what it is about your hobby that fascinates you. She gives the example of stamp collecting: "Is it the opportunity to learn about other countries and cultures? Or is it the idea of organizing things and doing research? (You) need to determine if the hobby brings together a set of skills that can be transferred to another field. Then, (you) can develop Plan B."

If the hobby doesn't present a likely job option, or even if it does, Rooke encourages people to make a list of all the jobs related to that area of interest and explore all the possibilities. This way, a hobby can lead to a dozen potential careers. Remember Charles Clément? He turned a passion for sports into a job as a media director!

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puter coming up with stories, I made the jump to writing."

In 1995, Prescott went to Montreal and registered for a dramatic writing class at the École nationale de théâtre. Since then, he's just "surviving" but he says things are looking up. "I'm doing a variety of things revolving around the theatre like writing, production, translation and adaptation. I recently got an offer to write for a new sitcom on TVA (a Francophone television network). I'm thrilled!"

Despite the challenges, Prescott has no regrets about his career choice.

"As a teenager, I imagined myself teaching. I didn't think my livelihood would be the theatre. Now that it's my life, I just need to get myself organized so I can earn a decent living."

Finding Her Voice

Roxane Gagné admits she was a rather rebellious teenager. She harnessed her energy and "aggressiveness" (as she puts it) into a hobby she discovered in high school: radio.

"For one of my classes, I had to serve an internship. I chose CKXL, a community radio station in Manitoba. I had a lot of fun and after my internship I continued as a volunteer."

Gagné's most successful show was dedicated to industrial music, both English and French. She hosted it for three years.

"At the time, we were the only station playing that kind of music. It was really cool. We sometimes received up to a hundred calls during each broadcast. It's one of my fondest memories from my younger days."

Inspired by her radio experience, Gagné, now 23, decided to study radio broadcasting. After graduation, she landed a job at Magic 99.9 FM, a Winnipeg radio station with an easy-listening music format. "This new style suits me well since I have a very soft voice. Obviously, I've calmed down a lot since high school!"

His Beat Goes On

Some people make a living from their hobby in spite of themselves. Others plunge in with their eyes wide open, well aware of the risks involved. This was the case for 29-year-old Jordan Hanson. Throughout his training and work as a biologist, Jordan played music nights and weekends. Passionate about tom-toms, he studied the art of percussion in Brazil, Cuba, Ghana and Burkina-Faso.

"I got to the point where I wanted to play music all the time," explains Hanson. The result is his Hand Drum Rhythms percussion school.

Since the creation of the Winnipeg school in 1997, Hanson has been teaching percussion full time to about 100 students per week, also offering school workshops. He now has to turn people away from his classes and refer them to other local percussion schools. A group he formed with some of his more advanced students – Batuque (Brazilian for "festival of drums") – is also in very high demand.

After three years of success, Hanson believes it's possible to turn a hobby into a career. "The advantages are enormous. When you leave for work, you're leaving to do something you really enjoy. I encourage people to give it a try."

"When you leave for work, you're leaving to do something you really like."

Quiz *Keep Your Day Job?*

Select one answer for each question to see if your hobby could lead to a future occupation. Don't get discouraged no matter what the results – this is only a quiz, not a crystal ball!

1. How many hours do you spend at your hobby each week?
a) One or two hours
b) Three to five hours
c) Six to nine hours
d) About 10 hours
e) All my spare time

2. How do people react when you show them your hobby?
a) They tell me not to quit my day job.
b) They ask me how and where I learned to do that.
c) Most people are surprised, even admiring.
d) I'm often asked to teach my hobby.
e) I'm offered contracts or orders.

3. Which statement suits you best?
a) I don't necessarily want to learn more about my hobby.
b) I know all there is to know about my hobby.
c) I would like to learn more but I can't find the time.
d) I buy every book and register for every class relating to my hobby.
e) I could write a book about my hobby.

4. Your hobby is first and foremost:
a) A way to escape from reality.
b) A way to better myself as a person.
c) A way to earn extra money.
d) Something that could turn into a career/occupation.
e) All of the above.

Answers:

Use the following scale: a = 1 point; b = 2 points; c = 3 points; d = 4 points; e = 5 points. Here are the results:

Less than 5 points: Your hobby is just for fun, something you do to pass the time and get away from your daily routine – and that's OK.

5 to 10 points: You like your hobby a lot and probably would like to make a career out of it. But you still have reservations.

11 to 15 points: You're very passionate about your hobby and, if you set about it the right way, you could probably make a business out of it. Or, you might like a job closely related to your hobby.

15 to 20 points: What are you waiting for? You're practically running a business right now. You have built up a clientele and made your skills known. By following the right steps, you could end up with a little empire!

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There are thousands of ways for you to gain work – and life – experience. Which ones have

A World of Experience

WINNING WAYS TO GAIN WORK WISDOM

BY MARGY GILMOUR

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If All the World's a Stage, What's *My* Role?

There's not much in this world that's absolutely certain, but one thing's for sure: life ain't a dress rehearsal. *Now's* the time to go for the gusto! Seize the day! Cannonball into the pool of opportunity all around you! Take advantage of those that will help you make the best decisions about your future. Grab the ones that will push you to learn new skills and apply the ones you already have. Try on some career ideas and start developing a network of contacts.

Stretch beyond your comfort zone to form a clearer picture of your values and beliefs. This is a big step on the way to gaining independence and figuring out where you belong.

Five 5-Star Growth Opportunities

1 Just Me and My Shadow Job Shadowing

Not quite ready to commit to a job? A job shadow can last a few hours or a few days. Basically it involves hooking up with someone to observe – or "shadow" – them as they go about their work. You may find you want more information about the job, and look for further opportunities. Or, you may realize you never want to do that kind of work! Don't be timid about approaching someone who's doing work that interests you. Most people are flattered by the attention and opportunity to talk about their work.

2 It's Better to Give than to Receive (a Pay Cheque) Volunteering

The pay's not great (actually it's zilch), but the experience you'll get is worth a million bucks. First of all, volunteering is a great way to explore some career options and develop skills and experience you can use later in a paying job. (It also looks great on your résumé!) You'll develop a network of people who can help you when job hunting time rolls around. And you'll feel good about contributing to a worthy cause.

Cassady Poehlman didn't have to think twice about how she'd fulfill her high school's work-experience requirements. She'd always dreamed of working with young children, and this was the chance to see if her vision matched reality. The 17-year-old's first volunteer position was at a daycare in Charlottetown, PEI. Later, she went on to volunteer at Camp Gencheff, a camp for children with special needs.

"I learned that you need a lot of patience and that this job takes a lot of energy!" she says. "But it's definitely the career for me – I just love the kids."

"A big downside is that some people don't see how important and valuable this work is, and the pay is not very good," she continues. "But I plan to complete the Child and Youth Studies program at Mount Saint Vincent University and become a daycare administrator where the pay is a little better."

Want to volunteer? Start with your school's guidance or career centre. Check www.volunteer.ca to see if there is a volunteer agency in your community or go to the Volunteer Opportunities Exchange (www.voe-reb.org/welcome.jhtml) to be matched with an opportunity. Or, try contacting your favourite organizations or causes to see how you can lend a hand.

3 Testing the Job Waters Job Internships

Internships come in all shapes and sizes, but they all involve an extended period of work experience. Some college and university programs require an internship to complete the program. This type usually has very specific qualification criteria and requires a certain level of skill.

Many internships are not for specific academic programs, such as those offered by Canada World Youth (http://cwy-jcm.org) or Katimavik (http://katimavik.org). They provide opportunities to travel, live and work with other youth in new, and sometimes challenging, situations. Instead of focusing on a specific career area, you develop a wide range of skills that you can apply in every part of your life. (see Your Skills Checklist, page 9).

Take Our Kids... Please!

On November 1 of this year, every Grade 9 student in Canada is invited to spend the day at work with a parent, relative, adult friend, or volunteer host. Take Our Kids to Work™ day is a cross-country job shadowing program that started in Toronto in 1994 and has since gone national. Last year, more than 400,000 teens went to work in more than 70,000 workplaces! The program gives students a chance to see just what it is their parents and other adults do to ensure their bowls stay full of Wheaties. Find out more about this program at www.tlp.on.ca/kidswork/.

your name on them? Do a bit of research... then take that exciting leap!

RRIF *Registered Retirement Income Fund: Sort of like an RRSP (see page 10) in reverse. When you withdraw from your RRSP at retirement, you must "collapse" it and either take the cash or transfer the money into another investment format, like an RRIF. If you chose to set up an RRIF, you must withdraw a minimum amount of money each year (which is taxable). But, you can control how to invest the rest of the tax-free money remaining in the fund.*

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Some internships come with a pay cheque, but many are volunteer opportunities that pay you in experience. And that can be worth more than money.

"It changed my life and made me a better person. It sounds corny, but it really is true," says Aaron Wilson about his seven-month experience with Canada World Youth (CWY). During his experience, Aaron, from Vancouver, B.C., lived on a farm in a small B.C. community, then with a family in a tiny Indonesian village (population 30) where he learned to speak and read Indonesian.

"My experiences opened up a new world to me," says the 20 year old. "I'm more sure of my values and what I stand for, and I'm more willing to defend my beliefs. I learned a lot about who I am."

"When I finished high school in 1997, I was pretty sure I wanted to be a film editor," he continues. "Well, I'm still really interested in that, but film editors spend a lot of time stuck in rooms by themselves. I know I need something that lets me have more interaction with people and that will let me travel to new places and learn about other cultures." Aaron is studying film editing and scriptwriting, but he's also made room in his program for literature and philosophy. He volunteers regularly with CWY and hopes to make a promotional video for them. And after that?

"You know that guy on (the TV program) *Lonely Planet*? I want his job!"

There are many internships available in Canada and around the world. Check out Youth Link (see "Finding the Perfect Fit," below) and inquire about opportunities with local service clubs such as Rotary or the Lions Club.

Finding the Perfect Fit

Looking for a part-time or summer job, or an international work experience?

Many YMCAs across Canada provide youth employment services, internships, mentoring and volunteer opportunities. For more information about the YMCA Employment Services near you, call 1-800-495-8775 or check out their web site at www.ymca.ca.

***Youth Link* is also a great tool to help you find the program that suits your needs. It lists more than 200 programs, services and resources. Call the Government of Canada's Youth Information Line (1-800-935-5555) and ask for a copy (publication Y-002-04-99E). Or, visit: http://youth.hrdc-drhc.gc.ca/ythlink/ythlink.shtml to view it online.**

"My experiences opened up a new world to me. I learned a lot about who I am."

4 Try a Job on for Size Co-operative Education (Co-op)

Itching to get out in the "real world"? In a co-operative education program, you combine school studies with work placement in a co-operating organization, business or company. Schools organize their programs in different ways. You might be in the classroom in the morning and then off to work in the afternoon. Or, you could have two weeks of classes, followed by a week of work.

Whatever the situation, you're usually given a plan that describes the knowledge and skills you'll have to demonstrate during your work placement. Co-ops are a great way to "try on" an occupation without making a huge commitment. Ask your guidance counselor or co-op coordinator about programs that are available through your school.

Many senior high school students aged 16-19 enjoy co-op opportunities through the Shad Valley Program (www.shad.com/home.html) which adds an entrepreneurial spin to studies in science and technology. Students from across Canada and from other parts of the world spend one month at university and another month working with partner companies. They test their skills and knowledge on real-world applications – anything from working with a computer software team to assisting a bio-medical researcher.

5 Get a Leg up with Hands-On Learning Apprenticeship

Hands-on learning your style? An apprenticeship may be just the ticket. There's no end to the jobs that can educate you through real-life experience! Anybody out there interested in becoming a chef? How 'bout a horticulturist? Or what about a cable-TV service technician, a systems operator, a plumber, a hairstylist, a printing press operator, an automotive painter or a farm equipment mechanic?

As an apprentice, you'll have to spend some time in a classroom, but most of your learning will be on-the-job under the supervision of a qualified tradesperson. Special bonus feature: you actually get paid to learn! In the beginning, you'll only earn about half the skilled-worker rate, but the amount increases with each year of the program. Apprenticeships can last anywhere from two to seven years.

Programs and requirements vary from province to province with some allowing you to get a head start while you're still in high school. To get into such a program, start by asking your guidance counselor. Or visit www.hrdc-drhc.gc.ca/hrib/hrp-prh/redseal/index.html for more details.

Thinking About Learning More?
When deciding what type of experience would be best for you, ask yourself:

- **What do I want to gain from this experience?**
- **What do I know about this organization? Is it reputable? Can it provide the kind of experience I'm looking for?**
- **What will my role be? What are the expectations?**
- **What kind of time commitment do I have to make?**
- **Who can I go to if I have questions?**

HTML *HYPER TEXT MARKUP LANGUAGE: The computer "language" used to create Web pages. HTML is a set of codes you insert into a document to, for instance, format the text in a certain way, or create links to other Web pages. Once a document is "coded", it can be viewed on any computer that has a Web browser.*

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signs of things to come

YOUR CAREER HOROSCOPE

BY SIOBHAN MACAULEY

Ugh – the "F" word.

You probably wonder about your FUTURE (that dreaded concept!) from time to time. We all do. And if you're like the rest of us, you also probably worry, fret and maybe even panic about it now and again.

Astrology can be a fun and interesting way to look at some of your natural abilities, skills and possible inclinations and explore where they might eventually take you. Keep in mind that it can take a lifetime for all these characteristics to develop fully – so don't worry if you don't yet feel that nagging yen to travel, just because you're a Sag. Life is a journey of self-discovery and astrology is simply a tool to help us unearth the road each one of us is travelling on.

♈ Aries

MARCH 19-APRIL 18

Not many can match your fiery spirit, Aries. In fact, sometimes your passionate nature can get you into hot water! So tact and diplomacy aren't necessarily your strong suits. But like Ares, the God of War, you, the ram, possess the valuable strength to make change happen. Your brute strength and independence is often seen in your entrepreneurial drive. When you want something, you go for it and nothing will stop you! Try using these strengths to help motivate the team – whether it's with the community soccer team or the fundraising crew for your local youth centre. If anyone knows how to drive the pack, it's you!

FAMOUS ARIES: Quentin Tarantino (Mar. 27), Sarah Michelle Gellar (Apr. 14)

♉ Taurus

APRIL 19-MAY 19

You are stubborn and persistent, Taurus, with heaps of patience. With Venus, the Goddess of Love, as your ruling planet, you are concerned with beauty and art. You might find beauty in the earth and choose to use your talents for environmental concerns or even for creating a community garden. You have a strong need to create with your hands – whether that is through pottery, working with wood, food or even through massage. As Taurus, the bull, brings the gift of music to life, your patience can also be put to very good use here since you have real stick-to-it-iveness

FAMOUS TAURUSES: Enrique Iglesias (May 8), Tori Spelling (May 16)

♊ Gemini

MAY 20-JUNE 19

Your curious mind often leads you in different directions, Gemini, which can sometimes make it difficult to focus on one thing. "Jack (or Jill) of all trades" is a good nickname for you. The twins are generally fond of books and films and find great enjoyment in sharing their thoughts and ideas with others. You also have a true gift for gab, which could be expressed in many different ways – perhaps writing, photography or even simply casual debate. Or, putting your talents to use in the field of communications – maybe at a TV or radio station or on the Net – could be right up your alley.

FAMOUS GEMINIS: Lenny Kravitz (May 26), Courteney Cox-Arquette (June 15)

♋ Cancer

JUNE 20-JULY 21

Your world is based on feeling, Cancer, and you, the crab, feel most comfortable and at home in your *own* home. Your natural ability to also make *others* feel comfortable and safe can be put to good use through such things as tutoring or working at a daycare or summer camp. Your tendency to nurture others through food might also find you working in a restaurant, or even at a bed and breakfast one day. No one is as warm, sincere and accepting of others, as you are Cancer. This rare gift would be put to good use helping others who might be less fortunate than you are.

FAMOUS CANCERS: Juliette Lewis (June 21), Tom Cruise (July 3)

♌ Leo

JULY 22-AUGUST 21

Playful and fun loving – that's you, Leo. Eager to express yourself, when you do, people usually listen. Known for your warmth, you have a knack for attracting people and the ability to lead them. To fulfill your need to perform, the lion is often drawn to the arts – perhaps as an actor, musician, dancer or comedian. If you're not comfortable on stage, perhaps behind the scenes – as a makeup artist, for example – would be your thing. A child at heart, you may find yourself involved with children's groups, maybe coaching children's sports. However you choose to express yourself Leo, it's sure to be with confidence, passion and a contagious spirit.

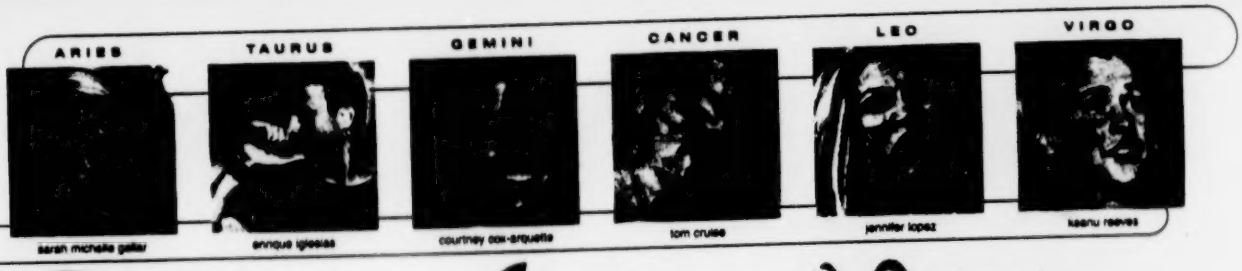
FAMOUS LEOS: Jennifer Lopez (July 24), David Duchovny (Aug. 7)

♍ Virgo

AUGUST 22-SEPTEMBER 21

Selfless and hardworking are two words that describe you well, Virgo. You are thorough and resourceful at everything you do and possess a strong sense of duty. Your energy is put into helping and healing others and Virgo, the virgin, may commonly be found around hospitals and other medical institutions. Or, as an alternative to traditional medicine, you might find yourself working with herbal remedies. Your knack for problem solving lends itself to unraveling mathematical or scientific equations. If working with your hands is more your thing, try your logic with auto mechanics or the fine craft of woodworking.

FAMOUS VIRGOS: LeAnn Rimes (Aug. 28), Keanu Reeves (Sept. 2)



Libra

SEPTEMBER 22-OCTOBER 21

Known for your style and charm, Libra, you are often driven to beautify your surroundings – which might include your home, your clothing, even the people around you. Famous for avoiding conflict at all cost *or* for acting as the peacemaker, your ability to see both sides of a situation would give you great strength for things like counseling or advising others. Libra, the scales, might also find this characteristic frustrating, as it can tend to make you indecisive. Don't sweat it. Try everything and use your experience to develop your own style. Then take that style and use it to help beautify the world.

FAMOUS LIBRAS: Will Smith (Sept. 25), Alicia Silverstone (Oct. 4)

Scorpio

OCTOBER 22-NOVEMBER 20

You tend to be drawn to the mysteries of life and human experience, Scorpio. You're deep – and you also *feel* deeply. More intense than most people, at times the scorpion might frighten both itself and others. So it's important to find a means of channeling your energies outward. You might do this through creating films or writing about your understanding of life and what it means to be human. To fulfill your curiosity you might also pursue life as a detective would, searching for hidden meaning in everything and anything. This could later lead to fields of work like forensic pathology, psychology, art criticism or anything involving research.

FAMOUS SCORPIOS: Julia Roberts (Oct. 28), Leo DiCaprio (Nov. 11)

Sagittarius

NOVEMBER 21-DECEMBER 20

Probably the most happy-go-lucky sign, nothing makes you happier than when you're exploring, Sag. To you, the archer, the whole world is a playground. Anything foreign – books, music, food, clothing and especially travel – appeals to you. You're a curious blend of intellect and athlete – though this balance might take a while to manifest itself. Known as the sign of the teacher, you could find yourself pursuing publishing, lecturing or coaching sports one day. Also always learning, your biggest lessons might actually come outside the classroom and take you on great adventures traveling the globe to satisfy your curious nature.

FAMOUS SAGITTARIUSES: Brendan Fraser (Dec. 3), Christina Aguilera (Dec. 18)

Capricorn

DECEMBER 21-JANUARY 19

Your sign represents long-standing traditions, Capricorn, and that's very much your nature. The goat possesses the discipline and strength to keep going like no other sign – which might be applied to slowly climbing the ranks of the business or even the military world. Whatever you set your goals on, you are likely to succeed – but success might be slow to occur. Loyal and dedicated, it's important not only that you are rewarded, but also appreciated for this loyalty. And, you are happier when there's security in what you're doing, Capricorn. Your gift of discipline might also lend itself well to a future in athletics or music.

FAMOUS CAPRICORNS: Ricky Martin (Dec. 24), Kirstie Alley (Jan. 12)

Aquarius

JANUARY 20-FEBRUARY 18

You often represent the voice of the people, Aquarius. You are very concerned with fair treatment of all, and this might be expressed locally or globally. You may choose to run for student council at school or take part in a local environmental or social cause. On a larger scale, you might aspire to be a famous human rights activist. You are very open-minded and you're often looking to the future for its host of opportunities. Always seeing the bigger picture, the water carrier is often inventing things and new ways of being. This trait could also lead you to the world of science one day.

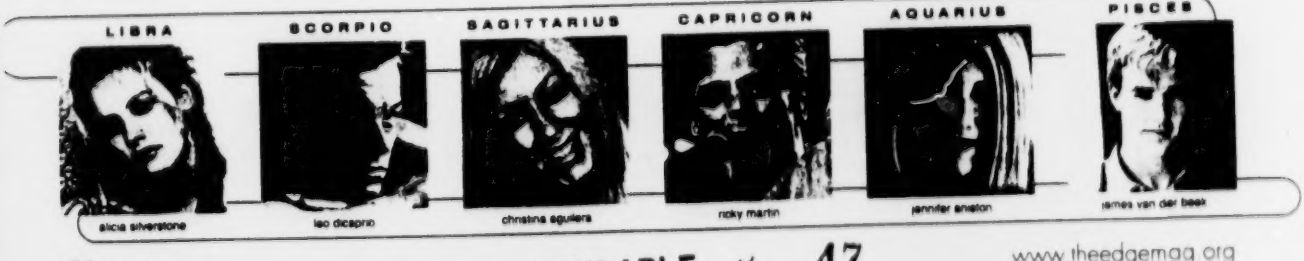
FAMOUS AQUARIUSES: Jennifer Aniston (Feb. 11), Michael Jordan (Mar. 17)

Pisces

FEBRUARY 19-MARCH 18

Caring and kindhearted, you are often drawn to helping others, Pisces, sometimes even believing global service is your primary responsibility. The fish is highly sensitive which brings out your artistic or creative abilities – so much so that you might even feel a strong inclination to share these sensitivities and creations with the world. Your abilities might one day guide you towards the pursuit of such healing arts as dance or art therapy. On the other hand, your creative and caring talent could also lead you to develop web sites for charities or other non-profit organizations. Follow your deepest instincts Pisces; they're often right!

FAMOUS PISCES: Drew Barrymore (Feb. 22), James Van Der Beek (Mar. 8)



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